

AD-A115 990

AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX F/O S/O
INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT (F---ETC(U)
JUN 82 B C HANDY

UNCLASSIFIED

ML

[11]
[11]
[11]

END

DATE

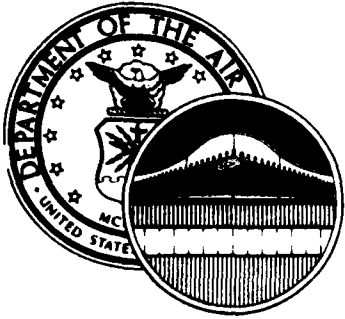
FILMED

7-82

DTIC

AD A115990

DTIC FILE COPY



UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT



INTEGRATED AVIONICS COMPUTERIZED TEST STATION
AND COMPONENT (F-15) CAREER LADDER

AFS 326X4B

AFPT 90-326-428C

JUNE 1982

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

DISTRIBUTION FOR
AFSC 326X4B OSR AND SUPPORTING DOCUMENTS

	<u>OSR</u>	<u>JOB INV</u>	<u>ANL EXT</u>	<u>TNG EXT</u>
AFHRL/LRT	1	1	1m	1m/1h
AFHRL/MODS	2	6	1m	1m
AFLMC/LGM	2	2		2
AFMEA/MEMD	1	1	1h	1
AFMPC/MPCHS	1	1		
AFMPC/MPCRQ	2			
ARMY OCCUPATIONAL SURVEY BRANCH	1	1		
CCAF/AYX	1	1		
DEFENSE TECHNICAL INFORMATION CENTER	1	1		
HQ AFISC/DAP	1	1		
HQ ATC/DPAE	3	3		3
HQ ATC/TTQ	2	1		1
HQ ATC/TTY	2	1		1
HQ PACAF/DPAL	1	1		1
HQ PACAF/DPAT	3	3		3
HQ TAC/DPAT	3	3		3
HQ TAC/DPLATC	1	1		1
HQ USAF/LEYM	1	1		1
HQ USAF/MPPT	1	1		1
HQ USAFE/DPAT	3	3		3
HQ USAFE/DPATC	1	1		1
HQ USMC/OMU	1	1		
LMDC/AN	1			
NODAC	1	1		
3400 TCHTW/TTGX (LOWRY AFB CO)	5	2	2	9
388 TFW/MAT	2	2		2
3507 ACS/DPUI	1	1		
3785 FLDTG/TTFO	2	2		2

m = microfiche only
h = hard copy only

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE -----	iii
SUMMARY OF RESULTS -----	iv
INTRODUCTION -----	1
SURVEY METHODOLOGY -----	2
SPECIALTY JOBS (CAREER LADDER STRUCTURE) -----	8
ANALYSIS OF DAFSC GROUPS -----	26
COMPARISON OF SURVEY DATA TO AFR 39-1 SPECIALTY DESCRIPTIONS -----	32
ANALYSIS OF EXPERIENCE (TAFMS) GROUPS -----	33
TRAINING ANALYSIS -----	38
ANALYSIS OF CONUS VERSUS OVERSEAS GROUPS -----	49
ANALYSIS OF MAJOR COMMAND GROUPS -----	52
SUMMARY OF BACKGROUND INFORMATION -----	57
IMPLICATIONS -----	62
APPENDIX A - REPRESENTATIVE TASKS OF SPECIALTY JOB GROUPS -----	63



A

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Integrated Avionics Computerized Test Station and Component (F-15) career ladder (AFSCs 32634B, 32654B, and 32674). This report was prepared in response to a request by HQ ATC/TTQG. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain Gary K. Patterson, Inventory Development Specialist. Mr Bob Vance and Ms Becky Hernandez were programmers for the project. Second Lieutenant Beverly C. Handy, Occupational Survey Analyst, analyzed the data and wrote the final report. This survey has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief Airman Career Ladders Analysis Section, Occupational Analysis Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78150.

Copies of this report are distributed to air staff sections, major commands and other interested training and management personnel. Additional copies may be obtained upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Analysis Branch (OMY), Randolph AFB, Texas 78150.

PAUL T. RINGENBACH, Col, USAF
Commander
USAF Occupational Measurement
Center

WALTER E. DRISKILL, GS-14
Chief, Occupational Analysis Branch
USAF Occupational Measurement
Center

SUMMARY OF RESULTS

1. Survey Objective: This AFS 326X4B survey was requested to provide current information on job composition and training requirements since a major restructuring of the 326XX career ladders.
2. Survey Coverage: The Integrated Avionics Computerized Test Station and Component (F-15) career ladder job inventory was administered to incumbents worldwide. Survey results were based on the responses of 266 respondents, representing 62 percent of the members of the 326X4B specialty.
3. Career Ladder Structure: Five separate independent job types and clusters covering all varieties of test stations, training, and supervisory functions were identified. Career ladder personnel spend the majority of their time focused primarily on one major kind of test station and its associated LRUs. Nearly all groups also maintain common automatic test equipment and perform general maintenance tasks.
4. Career Ladder Progression: As incumbents progress through the AFSC, frequently less time is spent maintaining test stations and LRUs and correspondingly greater amounts of time on managerial and supervisory duties. As a result, while the job of the 3- and 5-skill level respondents has primarily a technical orientation, 7-skill level incumbents also perform a wide variety of supervisory tasks in addition to technical functions.
5. AFR 39-1 Specialty Descriptions: Overall, the AFR 39-1 specialty descriptions provided accurate overviews of the 326X4 AFSC.
6. Training Analysis: The Specialty Training Standard (STS) may need revision to include more isolating malfunctions tasks. The Plan of Instruction (POI) may need to include tasks which were performed by sizeable percentages of first-enlistment personnel and recommended for training by field experienced technicians.
7. Implications: Job interest does not increase for second enlistment and career personnel, as is found in most Air Force specialties; this fact may predict future experience and manning difficulties for this career field. Current training documents (STS and POI) need review for possible additions in several areas.

OCCUPATIONAL SURVEY REPORT
INTEGRATED AVIONICS COMPUTERIZED TEST STATION
AND COMPONENTS (F-15)
(AFS 326X4B)

INTRODUCTION

This is a report of an occupational survey of the Integrated Avionics Computerized Test Station and Components (F-15) career ladder (AFSC 326X4B) completed by the Occupational Analysis Branch, USAF Occupational Measurement Center, in April 1982. There has been no previous survey of the 326X4B specialty.

Background

The history of the 326X4B AFSC is complex and stems from a major restructuring of all 326XX specialties over a number of years in the late 1970s. In October 1978, the job of shop repairing of aircraft avionics line replaceable units (LRUs) was consolidated with the job of maintaining the associated avionics test stations on which this equipment is checked. Personnel from the 326X1D (Integrated Avionics Component Specialist, Automatic Avionics AGE Test Operator) and the 326X0B (Avionics Aerospace Ground Equipment Specialist, Automatic Avionics AGE) specialties were combined into AFS 326X1F (Integrated Avionics Component Specialist Microwave, Computer/Inertial, Displays/Indicators, RF, RTM, CENPAC, Flight Control, Sensors, Fire/Weapons Control and Associated AGE). In April 1979, the 326X1F career ladder was reorganized according to aircraft weapon system and given the 326X4 designation. Three shredouts were created with the F-15 being covered by the B shredout.

The basic job of 326X4B shred personnel, as described by AFR 39-1, is to inspect, trouble-shoot, repair, modify, calibrate, program, and certify integrated avionic computerized test stations, systems components, and support equipment at the intermediate level. This generally includes analyzing malfunctions, calibrating, and performing maintenance on avionics computerized test stations and SE utilizing calibration standards. Career ladder members receive formal training in the basic Integrated Avionics Computerized Test Station and Component Specialist (F-15) course which is offered at Lowry Technical Training Center (LTTC), Colorado. This course is 92 days in length.

Objective

This survey has been requested to obtain current task and training data on 326X4B incumbents. Major areas discussed in this report include: (1) the development and administration of the survey instrument; (2) the job structure within the AFSC; (3) a comparison of career field responsibilities to AFR 39-1 Specialty Descriptions; (4) an analysis of the Active Federal Military Service (TAFMS) and Duty Air Force Specialty Code (DAFSC) groups; (5) comparison with training documents; and, (6) the implications of this occupational survey report.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-326-428C. Initially, a tentative task list was prepared after reviewing a previous Occupational Survey Report of the 326X0 AFSC, pertinent career ladder publications and directives, as well as interviews with technical school personnel at Lowry AFB, Colorado. This new task list was further reviewed and validated through interviews with subject matter specialists at Nellis AFB, Nevada. The resulting job inventory contained a comprehensive listing of 1373 tasks organized under 23 duty headings. Also included in the inventory was an extensive background section that asked for such information as:

- (A) Job Title
- (B) Duty Section
- (C) Shift worked
- (D) Organizational Level
- (E) Number of Test Stations in the Shop
- (F) Number of individuals assigned to shop
- (G) AFSC through which 7-skill level Primary AFSC was attained
- (H) Amount of time spent on aircraft
- (I) Aircraft worked on in present job
- (J) Test Stations used

Survey Administration

During the period January through May 1981, Consolidated Base Personnel Offices (CBPOs) in operational units worldwide administered the inventory to job incumbents holding a 326X4B DAFSC. These job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL).

Each respondent who completed a job inventory first completed an identification and biographical information section and then checked all tasks which are performed in their present job. Those tasks that were checked were then rated on a nine-point scale showing the relative amount of time spent on that task as compared to all other tasks checked. The ratings ranged from one (very small amount of time spent) to nine (very large amount of time spent), with a rating of five representing an average amount of time spent in performing time spent.

Data Processing and Analysis

Once job inventories are returned from the field, they are prepared so task responses and background information can be optically scanned. Other biographical information (such as name, base, AUTOVON extension) are keypunched onto disks and entered directly into a Univac 1100/81 computer.

Once both sets of data are entered into the computer, the tasks, background, and biographical information are merged to form a complete case record for each respondent. Computer-generated programs using Comprehensive Occupational Data Analysis Programs (CODAP) techniques are then applied to the data.

CODAP produces job descriptions for respondents based on their responses to specific inventory tasks. Computer-generated job descriptions are available for DAFSC, TAFMS, and MAJCOM groups, and include such information as percent members performing each task, the average percent time spent performing each task, the percent members utilizing various pieces of equipment, and the cumulative average percent time spent by all members on each task in the inventory.

A key aspect of the Occupational Analysis Program is to examine the job structure of each specialty on the basis of what people are actually doing in the field, rather than on the basis of what official career ladder documents say they are doing. This analysis of actual job structure is made possible by the use of the Comprehensive Occupational Data Analysis Program (CODAP). CODAP is comprised of a number of computer programs which generate the statistical products used in the analysis of an AFSC. The primary product used to analyze career ladders is a hierarchical clustering of all jobs, based on the similarity of tasks performed and the relative time spent performing those tasks. Major types of jobs being performed within the specialty are then identified and analyzed in terms of job descriptions and the background data which is provided by each respondent.

The specialty structure analysis process consists of determining the functional job structure of career ladder personnel in terms of job types, clusters, and independent job types. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as clusters. Finally, there are often cases of specialized job types too dissimilar to be grouped into any cluster. These unique groups are labeled independent job types.

Task Factor Administration

In addition to completing the job inventory, selected senior 326X4 incumbents were also asked to complete a second booklet for either training emphasis or task difficulty. Information from these booklets was processed separately from the job inventories, and the information was then used in a number of different analyses which will be discussed in greater detail within this report.

Task Difficulty. The experienced NCOs who completed the task difficulty booklets rated all of the tasks on a nine-point scale from extremely low to extremely high difficulty, with difficulty being defined as the length of time it takes for the average incumbent to learn to do the task. Ratings were then adjusted so tasks of average difficulty have a rating of 5.00 (and a standard deviation of 1.00).

Task difficulty data was independently collected from 22 senior incumbents holding the 326X4 AFSC. The interrater reliability (as assessed through components of variance of Standard group means) was .90, which indicated good agreement among the raters. The resulting data is a rank ordering of tasks based on the relative degree of difficulty assigned to each task within the inventory.

Job Difficulty Index (JDI). After computing a task difficulty rating for each task item, it is then possible to compute a Job Difficulty Index (JDI) for the job groups identified in the survey analysis. This provides a relative measure of the job difficulty for each functional group. The number of tasks performed and the average task difficulty per unit time spent relative measure of the job difficulty for each functional group. The number of tasks performed and the average task difficulty per unit time spent are used as the major variables to compute JDI. The index ranges from one for very easy jobs to 25 for very difficult jobs. The indices are adjusted so the average job difficulty index is 13. Consequently, the more time a group spends on difficult tasks, and the greater the number of tasks performed, the higher will be the job difficulty index.

Training Emphasis. Individuals completing training emphasis booklets were asked to rate all of the tasks on a ten-point scale which ranged from no training required to extremely heavy training required. Training emphasis yields a rating of tasks which indicates where emphasis should be placed on structured training for first-term personnel. Structured training is defined as training provided at resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method. The training emphasis data were collected from 22 incumbents (see Table 4 for command representation of raters). The interrater reliability (as assessed through the components of variance of standard group means) for these raters was .94, which indicated high agreement among the raters as to which tasks required some form of structured training and which did not. Tasks rated high in training emphasis had ratings of 4.88 and above, while the average rating was 3.36.

When used in conjunction with other factors, such as percent members performing, the training emphasis ratings can provide an insight into training requirements. This may help validate the lengthening or shortening of specific units of instruction in various training programs.

Survey Sample

Incumbents were selected to participate in the survey to ensure an accurate representation across major commands (MAJCOMs) and paygrade groups. Table 1 reflects the percent distribution by major command of assigned personnel in the AFSC as of July 1981. Also listed in this table is the percent distribution of respondents in the sample by MAJCOM. The 214 3- and 5-skill level respondents in the survey sample represent 62 percent of the 326X4B career ladder. Table 2 provides a listing of paygrade group distribution, while Table 3 reflects the sample distribution by TAFMS groups. As demonstrated by these tables, the survey sample provides a fairly good representation of the career ladder population.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
TAC	55	53
USAFE	16	23
ATC	11	8
PACAF	11	15
OTHER	<u>7</u>	<u>1</u>
TOTAL	100	100

TOTAL ASSIGNED - 345

TOTAL ELIGIBLE FOR SURVEY - *278

TOTAL NUMBER OF SURVEYS - 266 (52 7-SKILL LEVEL INCUMBENTS WERE INCLUDED
IN THIS FIGURE)

PERCENT OF CAREER FIELD SAMPLED - 62%

* EXCLUDES PERSONNEL IN PCS STATUS, HOSPITAL, OR LESS THAN SIX WEEKS ON THE JOB
(THIS FIGURE ALSO INCLUDES SELECTED 32674 PERSONNEL CURRENTLY ASSIGNED WITH
B-SHRED INCUMBENTS)

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE*</u>
AIRMAN	48	36
E-4	33	31
E-5	<u>19</u>	<u>18</u>
TOTAL	100	85

* FIFTEEN PERCENT OF THE SURVEY SAMPLE WAS COMPOSED OF E-6 AND E-7 PERSONNEL HOLDING THE 32674 AFSC AND ASSIGNED WITH B-SHRED INCUMBENTS.

TABLE 3
TAFMS DISTRIBUTION OF SURVEY SAMPLE

	<u>MONTHS TOTAL ACTIVE FEDERAL MILITARY SERVICE</u>					
	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-240</u>	<u>241+</u>
NUMBER IN SAMPLE	151	48	21	22	21	1
PERCENT OF SAMPLE	57%	18%	8%	8%	8%	*

* DENOTES LESS THAN ONE PERCENT

TABLE 4

COMMAND REPRESENTATION OF TASK DIFFICULTY AND TRAINING EMPHASIS RATERS

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF TASK DIFFICULTY RATERS</u>	<u>PERCENT OF TRAINING EMPHASIS RATERS</u>
TAC	55	43	44
USAFE	16	22	28
ATC	11	13	4
PACAF	11	22	20
OTHER	<u>7</u>	<u>-</u>	<u>-</u>
TOTAL	100	100	100

SPECIALTY JOBS (Career Ladder Structure)

The number of distinctly different jobs within a career ladder or shred-out may have a great impact on the Air Force personnel classification policy, technical training or on-the-job (OJT) training. Thus, this report begins with a discription of the jobs within the specialty and how these jobs relate to one another.

Specialty Overview

The job structure of the Integrated Avionics Computerized Test Station and Component (F-15) career ladder was determined by performing a job type analysis of the responses of 266 survey respondents. Based on similarity of tasks performed and the amount of time spent in performing each task, the jobs performed by the 326X4B respondents are listed below and illustrated in Figure 1. (Each job group is identified with a group identification number to cross reference the groups to computer printouts included in the statistical summary package provided to selected users. These identification numbers are shown as GRP numbers for each type of job; the N equals the number of personnel in the group.)

- I. TEST STATION PERSONNEL (GRP009, N=197)
 - a. Computer Test Station Personnel (GRP056, N=30)
 - b. Computer and Displays Test Station Personnel (GRP059, N=13)
 - c. Junior Computer Test Station Personnel (GRP053, N=5)
 - d. Displays Test Station Personnel (GRP070, N=25)
 - e. Multiple Test Station Operator-Maintainers (GRP071, N=91)
 - f. Microwave Test Station Personnel (GRP040, N=17)
 - g. Computer Test Station and General Maintenance Personnel (GRP045, N=6)
- II. RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP014, N=15)
 - a. Equipment Training Instructors (GRP020, N=8)
 - b. Classroom Instructors (GRP026, N=6)
- III. STAFF MANAGERS (GRP031, N=5)
- IV. SUPERVISION AND MANAGEMENT PERSONNEL (GRP022, N=26)
 - a. Shop NCOICs (GRP099, N=10)
 - b. Shift Supervisors (GRP073, N=5)
- V. DUE-IN-FROM-MAINTENANCE (DIFM) MONITORS (GRP034, N=6)

The respondents forming these clusters and job types accounted for 94 percent of the total survey sample. The remaining six percent of the sample consisted of respondents who did not group with any of the job types or clusters described above.

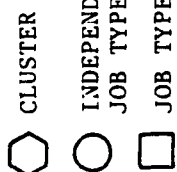


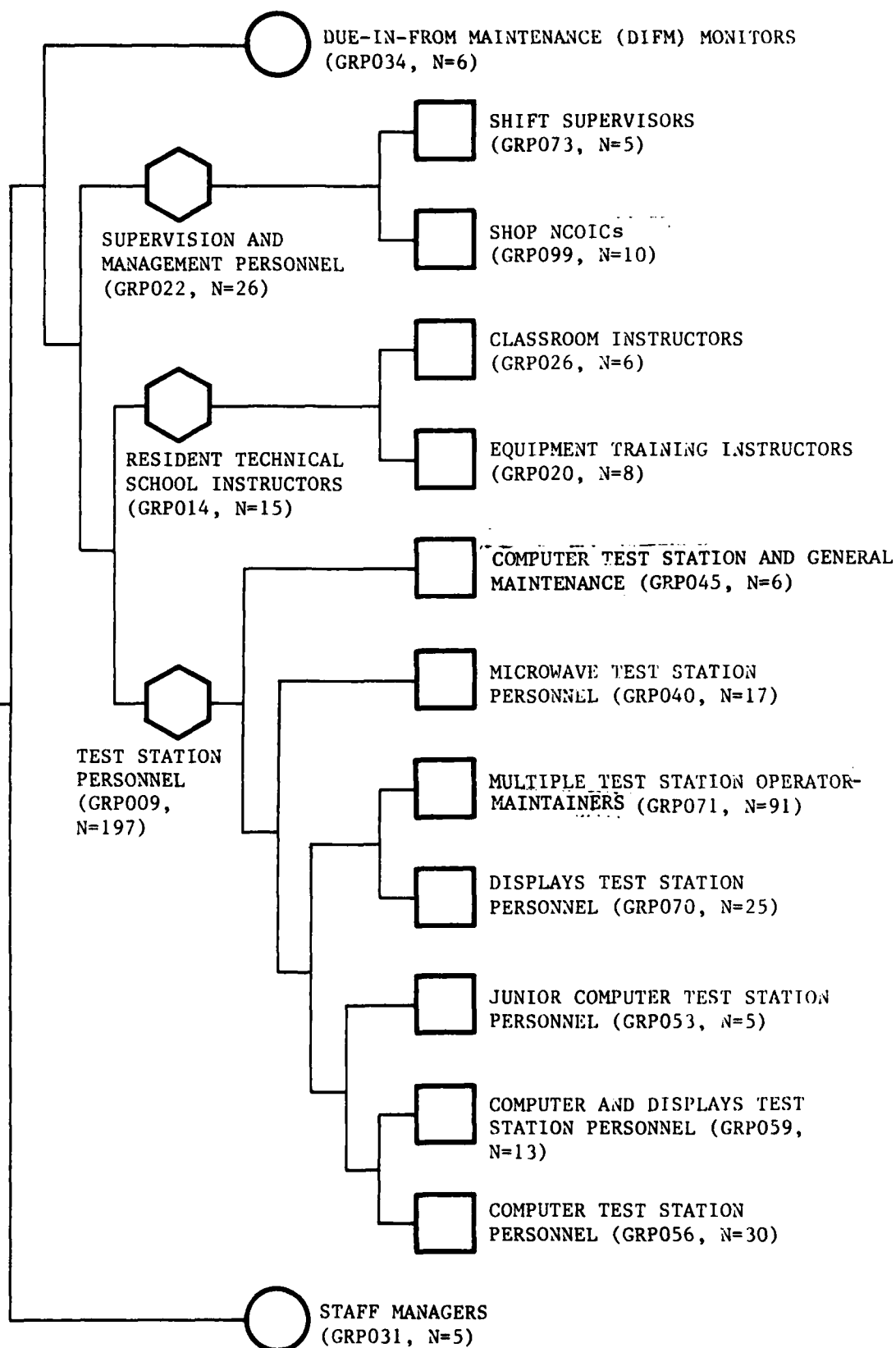
FIGURE 1

INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENTS

CAREER LADDERS (F-15)

(AFSC 326X4B)

TOTAL SAMPLE (N=266)



In general, members of the 326X4B AFSC were distinguished basically by the type of test station they maintained and operated. As illustrated by Table 5, respondents indicated that, typically, the majority of their time on the job was focused around only one kind of station, although incumbents in two groups--Computer and Displays Test Station Personnel and Multiple Test Station Operators-Maintainers--indicated spending substantial amounts of time working on a variety of stations. Also, as demonstrated by this table, nearly all groups identified within the Test Station Personnel cluster commonly performed a number of general test station and LRU maintenance functions, regardless of the type and number of test stations on which each group tended to specialize. Similarly, nearly all groups indicated they spend significant amounts of time maintaining such common automatic test equipment as switching complexes, digital interface adaptors, and digital multimeters.

Job Group Descriptions

The following paragraphs contain brief descriptions of the clusters, their respective job types, and independent job types identified through the specialty structure analysis. Selected background data are provided for these groups in Table 6. Appendix A contains representative task lists for each of the clusters, their respective job types, and independent job types.

I. Test Station Personnel (GRP009). The 197 members of this cluster, comprising approximately 74 percent of the survey respondents, represent the largest cluster identified within the sample. Members of this group tend to specialize on and devote much of their job time to primarily one type of F-15 test station. There are also a relatively large number of tasks involving the general maintenance of test stations, LRUs, and common automatic test equipment that are frequently performed by these incumbents, regardless of their area of specialization. This usually involves such tasks as:

- confidence checking F-15 test stations
- inspecting and cleaning F-15 test station filters
- removing or replacing F-15 test station light bulbs, fuses, or other minor hardware
- performing operational assurance/fault isolation (OA/FI) of F-15 digital interface adapters (DIA)
- performing OA/FI of F-15 switching complexes
- removing or replacing F-15 switching complex shop replaceable units (SRU)

Members of this group have an average paygrade of E-4 and an average of 46 months TAFMS. The majority hold a 5-skill level (68 percent), 24 percent hold the 3-skill level, and the remaining individuals have a 32674 AFSC. Due primarily to the technical nature of their job, members of this group performed more tasks (346) and had the highest Job Difficulty Index (15.3) of any identified cluster.

The first job type in this cluster was the Computer Test Station Personnel (GRP056, N=30). Members of this job type, representing 11 percent of the total sample, spend 45 percent of their time operating and

maintaining computer test stations and associated line replaceable units (see Table 5). Their job typically involves benchchecking and isolating malfunctions in inertial measurement unit (IMU), lead computing gyro (LCG), and roll/yaw flight control computer (FLCC) LRUs. Tasks performed include:

- benchchecking F-15 inertial measurement unit (IMU) LRUs
- benchchecking F-15 pitch flight control computer (FLCC) LRUs
- isolating malfunctions in F-15 IMU LRUs using maintenance tape, external test equipment (ETE), and station schematics
- isolating malfunctions in F-15 navigation indicator control LRUs using maintenance tape, ETE, and station schematics
- isolating malfunctions in F-15 signal data recorder LRUs through unit under test (UUT) interface using schematics and ETE
- performing OA/FI of F-15 DIAs

The average paygrade for these incumbents is E-4, and they perform an average of 255 tasks. Seventy-three percent of this group hold a 5-skill level, with the remaining 27 percent having the 32634B AFSC.

Another group identified within the cluster was the Computer and Displays Test Station Personnel (GRP059, N=13). These individuals reported spending substantial amounts of time on the job operating and maintaining both the computer and displays test stations, as well as a variety of related LRUs. Members of this group are responsible for checking and adjusting components such as air navigation multiple indicator (ANMI) shop replaceable units, and digital computer line replaceable units. Tasks commonly performed by these personnel include:

- benchchecking F-15 lead computing gyro LRUs
- benchchecking F-15 digital computer LRUs
- adjusting F-15 ANMI SRUs
- leveling F-15 heads up display (HUD) tables using theodolites and bubble balances
- removing or replacing F-15 HUD SRUs

Fifty-four percent of these individuals hold a 5-skill level, with the remaining 46 percent holding the 3-skill level. Members of this group were fairly junior, having an average paygrade of E-3 and only 27 months TAFMS.

Another group within the cluster was the Junior Computer Test Station Personnel (GRP053, N=5). Similar to the members of the Computer Test Station Personnel job type (GRP056), these respondents spend a large percentage of their job time (50 percent) operating and maintaining F-15 computer test stations and associated LRUs. Some minor task differences were noted, however, between the two groups. Incumbents in this job type reported spending approximately only half as much time maintaining common automatic test equipment (see Table 5), and unlike their more senior counterparts who also used ETE and station schematics, these individuals isolate malfunctions in F-15 components primarily using maintenance tapes only. Representative tasks typically include:

- benchchecking F-15 inertial measurement unit (IMU) LRUs
- isolating malfunctions in F-15 IMU LRUs using maintenance tape only
- isolating malfunctions in F-15 roll/yaw FLCC LRUs using maintenance tape only
- removing or replacing F-15 IMU SRUs
- benchchecking F-15 signal data recorder LRUs
- isolating malfunctions in F-15 navigation indicator control LRUs using maintenance tape only

As expected, members of this group have a lower average paygrade (E-3 versus E-4) and have fewer average months TAFMS than the more senior personnel. These respondents reported performing, on the average, approximately half of the number of tasks and have half as many months in the career field as the other group (see Table 6).

Representing nine percent of the total sample, Displays Test Station Personnel (GRP070, N=25) devote 47 percent of their time to the maintenance of F-15 displays test stations and all assigned LRUs. These individuals are responsible for benchchecking, isolating malfunctions in, and removing or replacing such components as HUD LRUs, 041 LRUs, and air navigation multiple indicators (ANMI) SRUs. Tasks commonly performed by these members include:

- benchchecking F-15 digital radar data processor (041) LRUs
- benchchecking F-15 NAMI signal data processor LRUs
- isolating malfunctions in F-15 041 LRUs
- leveling F-15 HUD tables using theodolites and bubble balances
- removing or replacing F-15 HUD SRUs
- removing or replacing F-15 digital radar data processor (041) SRUs

The majority of these respondents hold a 5-skill level (84 percent) and have an average paygrade of E-4. Performing an average of over 280 tasks, the Job Difficulty Index (JDI) for these individuals is one of the highest of any group within the cluster (15.6).

Comprising the largest group within the cluster, were the Multiple Test Station Operator-Maintainers (GRP071, N=91). Members of this group indicated that their job time was divided fairly equally among all three major types of F-15 test stations (see Table 5). These incumbents perform the widest range of activities of any group within the total sample, commonly performing an average of over 487 tasks. Group personnel spend approximately 91 percent of their time maintaining and checking such equipment as switching complexes, inertial measurement unit LRUs, digital radar data processor LRUs, and radar receiver LRUs. This typically includes such tasks as:

- confidence checking F-15 test stations
- performing OA/FI of F-15 DIAs
- benchchecking F-15 inertial measurement unit LRUs

benchchecking F-15 pitch flight control computer (FLCC) LRUs
benchchecking F-15 digital radar data processor (041) LRUs
performing OA/FI of F-15 NOISEANs

Respondents in this group represent the most senior personnel within the cluster, with an average of 49 months TAFMS and 34 months in the career field. These individuals also had the most difficult job (JDI 17.8) of any group identified within the entire sample. This high job difficulty is a function of the operational need for at least some experienced individuals who are able to work on any of the equipment serviced by this specialty. The majority are assigned to operational units in TAC and USAFE.

Representing approximately six percent of the survey sample, Microwave Test Station Personnel (GRP040, N=17) spend 32 percent of their time on the job operating and maintaining microwave test stations and associated LRUs. As a result, these incumbents are commonly tasked with benchchecking and performing OA/FI on components such as radar receiver (022) LRUs, radar data processor (RDP) LRUs, and microwave LRUP52s. Their job typically involves:

benchchecking F-15 radio frequency oscillator (RFO) LRUs
benchchecking F-15 interference blanker LRUs
performing OA/FI of F-15 XBSSs
adjusting F-15 radar receiver (022) LRU SRUs
removing or replacing F-15 022 LRU SRUs
removing or replacing F-15 LRU SRUs

Seventy-one percent of these respondents are located overseas, and have an average paygrade of E-4. Sixty-five percent of this group hold a 5-skill level, 29 percent hold the 3-skill level, and the remaining six percent have a 32674 DAFSC. These incumbents perform an average of 185 tasks and have an average of 44 months TAFMS.

The last group of individuals to be identified within the cluster were members of the Computer Test Station and General Maintenance Personnel (GRP045, N=6) job type. These incumbents reported spending more of their time in the performance of general test station and LRU maintenance than any other group (23 percent). Tasks related to the maintenance of computer test stations also accounted for 49 percent of the job time for these respondents. Many of these tasks involved inspecting and cleaning test station equipment and LRUs or removing and replacing minor hardware. Members of this group usually spent very little time maintaining common automatic test equipment. Typically, this included:

inspecting and cleaning F-15 test stations or LRUs
benchchecking F-15 electronic air inlet controller LRUs
inspecting and cleaning F-15 test station filters
removing and replacing F-15 IMU SRUs
removing or replacing F-15 test station light bulbs, fuses, or other minor hardware
benchchecking F-15 inertial measurement unit (IMU) LRUs

All of these airmen hold the 3-skill level and have an average paygrade of E-3. Members of this group perform the fewest number of tasks (67) and have the lowest JDI (5.4) of any group within the cluster. Job satisfaction is very high, with 83 percent finding their job interesting and 100 percent indicating that their job utilizes their talents and training at least fairly well. Similar to other groups within the Test Station Personnel cluster, very few of these individuals (33 percent) reported positive reenlistment intentions.

II. RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP014). This cluster, representing six percent of the total sample, is composed of two groups of respondents who are responsible for conducting resident course training at Lowry TTC CO. The job of these 15 incumbents primarily involves testing, instructing, and evaluating the progress of students, as well as preparing and developing training aids. Tasks typically performed by this group include:

- preparing lesson plans
- scoring tests
- demonstrating how to locate technical information
- evaluating progress of students

Accounting for approximately half of the individuals within the cluster, incumbents in the Equipment Training Instructors (GRP020, N=8) job type perform a job that is comparatively wide in scope. These respondents tend to spend much of their time instructing primarily in those course blocks that involve equipment operation. As a result, this group spends substantial amounts of job time on nearly all varieties of F-15 test stations in conjunction with other instructional activities such as administering and scoring tests (see Table 5). Tasks common to this group include:

- preparing lesson plans
- performing OA/FI of F-15 test station power supplies
- performing OA/FI of F-15 displays PULSG1s or PULSG2s
- performing OA/FI of F-15 IFSSs
- performing OA/FI of F-15 WFGs
- conducting resident course classroom training

The second group identified within the cluster were the Classroom Instructors (GRP026, N=6). Unlike members of the previous group, these respondents seem to spend much of their job time instructing in those course blocks which primarily concentrate on theory. As a result, although these incumbents reported spending substantial amounts of time maintaining common automatic test equipment, very little time was spent on any specific kind of F-15 test station (see Table 5). Instead, the major focus of their job was on such classroom tasks as:

- conducting resident course classroom training
- evaluating progress of students
- preparing lesson plans
- administering tests

Basically due to the differences in job structure, these personnel perform approximately half of the number of tasks of Equipment Training Instructors (40 versus 99). Experience levels are nearly the same for both groups. In

addition to having the same average number of months in service as their counterparts (72), these respondents also reported having nearly identical amount of time in the career field (49 versus 53 months).

III. STAFF MANAGERS (GRP031). All five members of this small group hold staff positions at either Numbered Air Force, Divisional, or Headquarters level. These respondents reported job titles such as Avionics Systems Monitor, Integrated Avionics Superintendent, and Technical Order Manager. Although the individual job each respondent performs is fairly unique, there were a small number of tasks commonly performed by members of this independent job type due to the overall managerial nature of a staff job. This typically included such functions as:

- writing correspondence
- participating in meetings, such as staff meetings, briefings, conferences, or workshops
- planning briefings
- conducting symposiums, conferences, or workshops
- writing staff studies, surveys, or special reports

One hundred percent of these members hold the 32674 DAFSC, and have an average paygrade of E-7. Representing the most senior group identified within the survey sample, these individuals have an average of over 202 months in the career field and 235 months TAFMS.

IV. SUPERVISION AND MANAGEMENT PERSONNEL (GRP022). Accounting for ten percent of the total sample, the 26 members of this group are responsible for supervising, evaluating, and counseling subordinates. Typically, their job also includes such tasks as reviewing and making entries on forms and records, as well as interpreting pertinent policies and procedures. Members of this cluster comprise the most senior respondents within the sample, with the majority holding a 7-skill level (77 percent) and the remaining 23 percent having the 32654B DAFSC. Tasks peculiar to this group include:

- preparing APRs
- supervising integrated avionics computerized test station and component specialists (F-15) (AFSC 32654B)
- supervising apprentice integrated avionics computerized test station and component specialists (F-15) (AFSC 32634B)
- interpreting policies, directives, or procedures for subordinates

With an average paygrade of E-6, personnel in this group have an average of 158 months TAFMS, and 72 months in the career field.

Representing the largest group identified within the cluster, Shop NCOICs (GRP099, N=10) comprise approximately four percent of the sample. These respondents reported spending 90 percent of their job time on such supervisory and administrative tasks as:

- participating in meetings, such as staff meetings,
briefings, conferences, or workshops
- writing correspondence
- developing work methods or procedures
- implementing quality control programs
- preparing APRs
- selecting individuals for specialized training

Eighty percent of this group hold a 7-skill level with the remaining members holding a 5-skill level. These senior incumbents have an average of 164 months in service and 78 months in the career field. Although they perform approximately 119 tasks, the Job Difficulty Index for this group is still fairly low (8.3). Members of this group supervise an average of 12 subordinates.

The second group identified within the cluster were the Shift Supervisors (GRP073, N=5). Similar to the Shop NCOICs, these incumbents reported spending approximately 94 percent of their time on a variety of supervisory, administrative, and managerial tasks. Tasks common to this group include:

- analyzing workload requirements
- directing maintenance of facilities or work areas
- counseling trainees on training progress
- assigning personnel to duty positions
- making entries on significant historical data forms
(AFTO Form 95)

Having an average paygrade of E-6, group members also report having an average of 181 months TAFMS and 71 months in the career field. These respondents, on the average, supervise fewer personnel (five versus 12) and perform a smaller number of tasks (57 versus 119) than the previously mentioned group (Shop NCOICs).

V. DUE-IN FROM MAINTENANCE (DIFM) MONITORS (GRP034). The six members of this independent job type have a job that is relatively limited in scope. As indicated by Table 5, the major focus of their activities is primarily centered around making entries on forms and records and performing a number of administrative functions. Incumbents in this group are responsible for researching part information, verifying reports, and updating document registers. This typically involves tasks such as:

- making entries on forms such as Repair Cycle Control Log
(AF Form 2520) to show receipt of LRUs
- verifying due-in from maintenance (DIFM) document listings (R-26)
- verifying monitor reports (D-18 or D-19)
- making entries on Supply Control Log (AF Form 2413)
- issuing test equipment from supply point storage areas
- researching manuals for part numbers

The majority of group members hold the 32654B DAFSC, and have an average paygrade of E-4. Due to the nature of their job, these incumbents typically perform an average of only 29 tasks.

TABLE 5
RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY FUNCTIONAL JOB GROUPS

DUTIES	TEST STATION PERSONNEL CLUSTER								
	STAFF MANAGERS (GRP031)	TEST STATION PERSONNEL CLUSTER (GRP009)	COMPUTER TEST STATION PERSONNEL (GRP056)	COMPUTER AND DISPLAYS TEST STATION PERSONNEL (GRP059)	JUNIOR COMPUTER TEST STATION PERSONNEL (GRP053)	DISPLAYS TEST STATION PERSONNEL (GRP070)	MULTIPLE TEST STATION OPERATOR-MAINTAINERS (GRP071)	MICROWAVE TEST STATION PERSONNEL (GRP040)	COMPUTER TEST STATION AND GENERAL MAINTENANCE PERSONNEL (GRP045)
A ORGANIZING AND PLANNING	43	1	*	*	-	1	*	1	*
B DIRECTING AND IMPLEMENTING	31	1	1	*	-	1	1	1	*
C INSPECTING AND EVALUATING	21	1	1	1	-	1	1	*	-
D TRAINING	-	1	*	*	-	*	1	1	-
E MAKING ENTRIES ON FORMS AND RECORDS	1	4	4	6	4	4	3	6	13
F PERFORMING ADMINISTRATIVE, SUPPLY, AND GENERAL EQUIPMENT MAINTENANCE FUNCTIONS	4	3		5	3	3	3	6	8
S PERFORMING GENERAL F-15 TEST STATION AND LINE REPLACEABLE UNITS (LRU) MAINTENANCE	-	12	14	13	17	13	8	18	23
T MAINTAINING F-15 COMMON AUTOMATIC TEST EQUIPMENT	-	20	25	16	14	26	18	26	5
U MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS	-	25	45	31	50	2	26	3	49
V MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS	-	21	2	21	4	47	24	6	1
W MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS	-	11	3	7	8	2	15	32	*

* LESS THAN 1 PERCENT

* LESS THAN 1 PERCENT

TABLE 5 (CONTINUED)
RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY FUNCTIONAL JOB GROUPS

DUTIES	RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP014)	RESIDENT TECHNICAL SCHOOL INSTRUCTORS		SUPERVISION AND MANAGEMENT PERSONNEL (GRP022)		SUPV & MGMT PERS CLUSTER		DIFM MONITORS (GRP034)
		SCHOOL EQUIPMENT TRAINING INSTRUCTORS (GRP020)	CLASSROOM INSTRUCTORS (GRP026)			SHOP NCOs (GRP099)	SHIFT SUPERVISORS (GRP073)	
A ORGANIZING AND PLANNING	1	*	1	11	14	9	7	
B DIRECTING AND IMPLEMENTING	2	1	4	15	16	20	3	
C INSPECTING AND EVALUATING	1	1	2	22	23	23	5	
D TRAINING	33	19	45	9	9	11	2	
E MAKING ENTRIES ON FORMS AND RECORDS	2	2	2	15	13	19	37	
F PERFORMING ADMINISTRATIVE, SUPPLY, AND GENERAL EQUIPMENT MAINTENANCE FUNCTIONS	2	3	2	13	15	12	46	
S PERFORMING GENERAL F-15 TEST STATION AND LINE REPLACEABLE UNITS (LRU) MAINTENANCE	8	8	6	11	10	6	-	
T MAINTAINING F-15 COMMON AUTOMATIC TEST EQUIPMENT	25	21	34	2	*	-	-	
U MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS	6	9	1	-	-	-	-	
V MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS	13	22	3	1	-	-	-	
W MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS	8	14	-	-	-	-	-	

* LESS THAN 1 PERCENT

TABLE 6
BACKGROUND DATA FOR FUNCTIONAL JOB GROUPS

TEST STATION PERSONNEL CLUSTER														
			COMPUTER AND TEST STATION PERSONNEL (GRP009)		COMPUTER TEST STATION PERSONNEL (GRP056)		COMPUTER AND TEST STATION PERSONNEL (GRP059)		JUNIOR TEST STATION PERSONNEL (GRP053)		MULTIPLE TEST STATION MAINTAINERS (GRP071)		COMPUTER TEST STATION AND GENERAL MAINTENANCE PERSONNEL (GRP040)	
DUTIES			STAFF MANAGERS (GRP031)	TEST STATION PERSONNEL CLUSTER (GRP009)	COMPUTER TEST STATION PERSONNEL (GRP056)	COMPUTER AND TEST STATION PERSONNEL (GRP059)	JUNIOR TEST STATION PERSONNEL (GRP053)	DISPLAYS TEST STATION PERSONNEL (GRP070)	MULTIPLE TEST STATION MAINTAINERS (GRP071)	MICROWAVE TEST STATION PERSONNEL (GRP040)	COMPUTER TEST STATION AND GENERAL MAINTENANCE PERSONNEL (GRP045)			
NUMBER IN GROUP:			5	197	30	13	5	25	91	17	6			
PERCENT OF SAMPLE:			2%	74%	11%	5%	2%	9%	34%	6%	2%			
PERCENT LOCATED OVERSEAS:			-	40%	40%	23%	80%	44%	31%	71%	67%			
DAFSC DISTRIBUTION														
326348			-	24%	27%	46%	40%	12%	15%	29%	100%			
326548			-	68%	73%	54%	60%	84%	74%	65%	-			
32674			100%	7%	-	-	-	4%	8%	6%	-			
NOT REPORTED			-	1%	-	-	-	-	3%	-	-			
AVERAGE GRADE:														
AVERAGE MONTHS IN CAREER FIELD:			E-7	E-4	E-4	E-3	E-3	E-4	E-4	E-4	E-3			
AVERAGE MONTHS IN SERVICE (TAFMS):			202	31	28	24	16	31	34	31	8			
PERCENT IN FIRST ENLISTMENT:			235	46	39	27	20	39	49	44	13			
PERCENT MEMBERS SUPERVISING:			-	72%	73%	92%	100%	72%	68%	71%	100%			
AVERAGE NUMBER DIRECTLY SUPERVISED:			20%	31%	33%	15%	20%	32%	32%	17%	-			
AVERAGE NUMBER OF TASKS PERFORMED:			-	2	1	-	-	1	2	1	-			
JOB DIFFICULTY INDEX (JDI):			9	346	255	207	134	280	487	185	67			
HAJCOM:			8.1	15.3	13.9	12.7	10.4	15.6	17.8	12.3	5.4			
ATC			-	3%	-	-	-	-	7%	-	-			
USAFE			-	25%	20%	15%	40%	28%	22%	53%	-			
PACAF			-	14%	17%	8%	40%	16%	9%	18%	67%			
TAC			40%*	58%	63%	77%	20%	56%	62%	29%	33%			

*OTHER MEMBERS OF THIS GROUP ARE ASSIGNED TO AFSC AEROSPACE SYSTEMS DIVISION, AFSC, AND HQ AFSC

TABLE 6 (CONTINUED)

BACKGROUND DATA FOR FUNCTIONAL JOB GROUPS

DUTIES	RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP014)			RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP020)			CLASSROOM INSTRUCTORS (GRP026)			SUPERVISION AND MANAGEMENT PERSONNEL (GRP022)			SHOP NCOs (GRP099)			SHIFT SUPERVISORS (GRP073)			DIFF MONITORS (GRP034)		
	NUMBER IN GROUP	PERCENT OF SAMPLE	PERCENT LOCATED OVERSEAS	NUMBER IN GROUP	PERCENT OF SAMPLE	PERCENT LOCATED OVERSEAS	NUMBER IN GROUP	PERCENT OF SAMPLE	PERCENT LOCATED OVERSEAS	NUMBER IN GROUP	PERCENT OF SAMPLE	PERCENT LOCATED OVERSEAS	NUMBER IN GROUP	PERCENT OF SAMPLE	PERCENT LOCATED OVERSEAS	NUMBER IN GROUP	PERCENT OF SAMPLE	PERCENT LOCATED OVERSEAS	NUMBER IN GROUP	PERCENT OF SAMPLE	PERCENT LOCATED OVERSEAS
DAFSC DISTRIBUTION																					
326348	20%	12%	17%	12%	17%	17%	6	2%	26	10%	4%	60%	10	5	6	2%	17%	17%	2%	17%	17%
326548	67%	63%	83%	63%	83%	83%	2	2%	10%	10%	4%	60%	20%	20%	83%	20%	83%	83%	2%	83%	83%
32674	7%	12%	-	12%	-	-	-	-	71%	71%	80%	80%	80%	80%	17%	80%	17%	17%	17%	17%	17%
NOT REPORTED	6%	13%	-	13%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AVERAGE GRADE:	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5	E-5
AVERAGE MONTHS IN CAREER FIELD:	51	53	49	53	49	49	49	49	72	72	78	71	78	71	37	71	71	71	37	71	71
AVERAGE MONTHS IN SERVICE (TAFMS):	70	72	72	72	72	72	72	72	158	158	164	181	164	181	74	181	181	181	74	181	181
PERCENT IN FIRST ENLISTMENT:	27%	13%	50%	13%	50%	50%	50%	50%	8%	8%	10%	-	10%	-	50%	-	-	-	50%	-	-
PERCENT MEMBERS SUPERVISING:	6%	-	16%	-	16%	16%	16%	16%	84%	84%	80%	100%	80%	100%	33%	100%	100%	100%	33%	100%	100%
AVERAGE NUMBER DIRECTLY SUPERVISED:	-	-	1	-	1	1	1	1	8	8	12	5	12	5	2	5	5	5	2	5	5
AVERAGE NUMBER OF TASKS PERFORMED:	70	99	40	99	40	40	40	40	84	84	119	57	119	57	29	57	57	57	29	57	57
JOB DIFFICULTY INDEX (JDI):	8.8	10.1	7.5	10.1	7.5	7.5	7.5	7.5	6.8	6.8	6.3	5.0	6.3	5.0	0.3	5.0	5.0	5.0	0.3	5.0	5.0
HAJCOM:																					
ATC	100%	100%	100%	100%	100%	100%	100%	100%	27%	27%	30%	40%	30%	40%	17%	40%	40%	40%	17%	40%	40%
USAF	-	-	-	-	-	-	-	-	23%	23%	30%	20%	30%	20%	-	20%	20%	20%	-	20%	20%
PACAF	-	-	-	-	-	-	-	-	50%	50%	40%	40%	40%	40%	83%	40%	40%	40%	83%	40%	40%
TAC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Comparison of Jobs Within The Specialty

In addition to describing each job group within a specialty (or shred-out), it is often useful to contrast the groups to highlight their differences. A series of tables have been constructed to display a number of differences in 326X4B jobs.

The Job Difficulty for each of the job groups identified within the 326X4B specialty is presented in Table 7; overall, there is a very wide range of variability in the relative degree of difficulty of each of the jobs which are being performed. The Multiple Test Station Operators-Maintainers who perform an average of over 487 tasks had the highest JDI (17.8), while Due-In-From-Maintenance Monitors, performing approximately only 29 tasks, had the lowest (0.3). This large variation seems to be a reflection of the substantial differences between the responsibilities of members in each of the clusters and independent job types.

Generally, incumbents in the Test Station personnel cluster had the highest job difficulty as a result of the large number and technical nature of the tasks performed. These respondents maintained each of the F-15 test stations and the associated line replaceable units, in addition to performing general equipment maintenance tasks.

By comparison, those groups having the lowest JDI ratings performed primarily supervisory and administrative functions. This basically comprised such groups as the Due-In-From-Maintenance Monitors and members of the Supervision and Management Personnel cluster. These individuals typically performed a much smaller number of tasks, and many of these functions were commonly rated lower in task difficulty than technically oriented tasks. Note that Staff Managers are a separate grouping; while they perform less tasks than any other group, they have a higher Average Task Difficulty per Unit Time Spent (ATDPUTS). ATDPUTS is an index used to calculate Job Difficulty and expresses the average difficulty of all the tasks performed by a group. The very small number of tasks performed by this Staff Managers group suggests they have a very specialized job or that some of the tasks they perform were not included in the job inventory.

The least difficult job in the specialty is the Due-In-from-Maintenance (DIFM) monitors; members of this group are assigned to TAC or USAFE. Group members perform an average of only 29 tasks; the difficulty of their tasks is very low (ATDPUTS = 3.5) which suggests a rather limited, repetitive job.

The DIFM monitors are also the group where the fewest members found their job interesting (see Table 8). A lack of job interest is often associated with jobs of limited scope and variety. Most other job groups had 60 to 80 percent reporting their job to be interesting versus only 33 percent of the DIFM monitors.

The various job groups showed considerable differences in their attitudes toward how their jobs utilize their talents and their training. Members of the Staff Managers and several of the Test Station groups felt their talents were

used fairly well or better. The DIFM monitors, shift supervisors, and two of the groups within the Test Station personnel cluster had 30 to 50 percent of their members who reported their talents were used little or not at all. The most extreme group was the DIFM monitors where 50 percent reported little or no use of their talents. Generally, the same pattern was evident when they were asked how their job utilized their training.

Substantial percentages of most groups (except for classroom instructors and supervisors) indicate they do not plan to reenlist (see Table 8). The low percentages of reenlistment intent may represent considerable problems in future retention of qualified personnel. This may be due, in part, to the large proportion of first-enlistment personnel in these job groups (shown earlier in Table 6). In many career ladders, only 30 to 40 percent of first-enlistment personnel plan to reenlist. In this specialty, there are several job groups where none or only a few have positive reenlistment plans. This trend needs to be examined.

Discussion

Basically, survey respondents specialized on the type of test station which was operated and maintained. Nearly all incumbents, however, were also responsible for performing a variety of common general maintenance tasks, as well as making entries on necessary forms and records. As a result, there were four major categories among 326X4B personnel: supervisory, administrative, instructional, and test station operators-maintainers.

In terms of job satisfaction, while the majority of respondents found their job interesting and felt that their talents and training were well utilized, reenlistment intentions were usually low. This trend may be an issue which supervisors and career ladder managers need to be aware of and attempt to improve.

TABLE 7

JOB DIFFICULTY INDICES FOR CAREER LADDER GROUPS

GROUP	ATDPUTS*	NUMBER OF TASKS PERFORMED	JOB DIFFICULTY INDEX
I. TEST STATION PERSONNEL (GRP009)	4.9	346	15.3
a. MULTIPLE TEST STATION OPERATOR- MAINTAINERS (GRP071)	5.0	487	17.8
b. DISPLAYS TEST STATION PERSONNEL (GRP070)	5.1	280	15.6
c. COMPUTER TEST STATION PERSONNEL (GRP056)	4.8	255	13.8
d. COMPUTER AND DISPLAYS TEST STATION PERSONNEL (GRP059)	4.8	207	12.7
e. MICROWAVE TEST STATION PERSONNEL (GRP040)	4.9	185	12.3
f. JUNIOR COMPUTER TEST STATION PERSONNEL (GRP053)	4.7	134	10.3
g. COMPUTER TEST STATION AND GENERAL MAINTENANCE PERSONNEL (GRP045)	4.2	67	5.4
II. RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP014)	4.9	70	8.8
a. EQUIPMENT TRAINING INSTRUCTORS (GRP020)	4.9	99	10.1
b. CLASSROOM INSTRUCTORS (GRP026)	4.8	40	7.4
III. STAFF MANAGERS (GRP031)	5.1	9	8.1
IV. SUPERVISION AND MANAGEMENT PERSONNEL (GRP022)	4.4	84	6.7
a. SHOP NCOICs (GRP099)	4.4	119	8.3
b. SHIFT SUPERVISORS (GRP073)	4.2	57	5.0
V. DUE-IN-FROM-MAINTENANCE (DIFM) MONITORS (GRP034)	3.5	29	0.3

* AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT

TABLE 8

JOB SATISFACTION DATA FOR FUNCTIONAL JOB GROUPS
(PERCENT MEMBERS RESPONDING)*

DUTIES	STAFF MANAGERS (GRP031)	TEST STATION PERSONNEL CLUSTER									
		TEST STATION PERSONNEL CLUSTER (GRP009)	COMPUTER TEST STATION PERSONNEL (GRP056)	COMPUTER AND DISPLAYS TEST STATION PERSONNEL (GRP059)	JUNIOR COMPUTER TEST STATION PERSONNEL (GRP053)	DISPLAYS TEST STATION PERSONNEL (GRP070)	MULTIPLE TEST STATION OPERATOR-MAINTAINERS (GRP071)	MICROWAVE TEST STATION PERSONNEL (GRP040)	COMPUTER TEST STATION AND GENERAL MAINTENANCE PERSONNEL (GRP045)		
<u>I FIND MY JOB:</u>											
DULL	20	12	10	15	-	20	11	12	-		
SO-SO	-	17	23	23	-	24	13	12	17		
INTERESTING	80	71	67	62	100	56	75	76	83		
<u>MY JOB UTILIZES MY TALENTS:</u>											
LITTLE OR NOT AT ALL	-	25	27	38	20	32	24	23	-		
FAIRLY WELL TO VERY WELL	40	70	70	62	80	68	69	71	100		
EXCELLENTLY TO PERFECTLY	60	5	3	-	-	-	6	6	- 5		
<u>MY JOB UTILIZES MY TRAINING:</u>											
LITTLE OR NOT AT ALL	-	24	13	31	-	36	23	29	-		
FAIRLY WELL TO VERY WELL	80	70	80	69	100	60	71	71	83		
EXCELLENTLY TO PERFECTLY	20	6	7	-	-	4	6	-	17		
<u>I PLAN TO REENLIST:</u>											
I WILL RETIRE	60	3	-	-	-	-	2	-	-		
NO OR PROBABLY NO	20	67	73	77	100	68	64	77	67		
YES OR PROBABLY YES	20	30	27	23	-	32	32	23	33		

* SOME COLUMNS MAY NOT ADD UP TO 100 PERCENT DUE TO NO RESPONSE

TABLE 8 (CONTINUED)
 JOB SATISFACTION DATA FOR FUNCTIONAL JOB GROUPS
 (PERCENT MEMBERS RESPONDING)*

DUTIES	RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP014)	RESIDENT TECHNICAL SCHOOL INSTRUCTORS		SUPERVISION AND MANAGEMENT PERSONNEL (GRP022)	SUPV & MGMT PERS CLUSTER	
		EQUIPMENT TRAINING INSTRUCTORS (GRP020)	CLASSROOM INSTRUCTORS (GRP026)		SHOP NCOICs (GRP099)	SHIFT SUPERVISORS (GRP073) DIFM MONITORS (GRP034)
I FIND MY JOB:						
DULL	7	-	-	19	-	40
SO-SO	13	25	-	8	10	50
INTERESTING	80	75	100	73	90	33
MY JOB UTILIZES MY TALENTS:						
LITTLE OR NOT AT ALL	13	12	-	23	-	40
FAIRLY WELL TO VERY WELL	80	75	100	54	70	40
EXCELLENTLY TO PERFECTLY	7	13	-	23	30	20
MY JOB UTILIZES MY TRAINING:						
LITTLE OR NOT AT ALL	20	25	-	19	-	40
FAIRLY WELL TO VERY WELL	73	75	83	77	100	40
EXCELLENTLY TO PERFECTLY	7	-	17	4	-	20
I PLAN TO REENLIST:						
I WILL RETIRE	-	-	-	19	20	40
NO OR PROBABLY NO	60	88	17	27	30	20
YES OR PROBABLY YES	40	12	83	54	50	40

* SOME COLUMNS MAY NOT ADD UP TO 100 PERCENT DUE TO NO RESPONSE

ANALYSIS OF DAFSC GROUPS

In conjunction with the identification and analysis of the job structure of the 326X4 career ladder, 3-, 5-, and 7-skill level groups within the survey sample were also examined. This analysis revealed similarities and differences between these groups in relation to the tasks they performed and the relative percentage of time they spent on particular duties. This information may also be useful in determining the accuracy of career ladder documents, such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

As personnel progress through the 326X4 specialty, incumbents typically spend less time maintaining test stations and LRUs, and spend increasingly greater percentages of their job time on supervisory and managerial functions (see Table 9). Such a trend reflects a common personnel utilization and progression pattern, although the change in emphasis is fairly sharp in this AFSC.

Overall, the responsibilities of 3- and 5-skill level incumbents are very similar. Both of these groups have a primarily technically oriented job, with over 87 percent (DAFSC 32634B) and 81 percent (32654B) of their time devoted to the maintenance and testing of avionics equipment. As a result, these personnel are mostly distributed among the identified job groups in the Test Station Personnel cluster, with the Multiple Test Station Operators-Maintainers having the greatest single concentration of individuals at both skill levels (reference Table 10). In general, the 5-skill level incumbents have a wider range of responsibilities and reported performing a much larger number of tasks (320 versus 231). As a result, many tasks were performed by much higher percentages of 32654B personnel than 3-skill level incumbents. Table 11 provides a list of some of these tasks. As illustrated by this table, many of these tasks involve bench checking LRUs, removing or replacing SRUs, and isolating malfunctions in all major types of F-15 test stations.

In comparison, most incumbents holding a 7-skill level and assigned with B-shred individuals are predominantly involved with performing supervisory and managerial duties, although some individuals were also found in technically oriented job groups. Their job focuses primarily around such tasks as counseling subordinates, interpreting policies or directives, and indorsing and preparing Airman Performance Reports (APR). As demonstrated by Table 12, these tasks most clearly differentiate this group from the 5-skill level respondents. Lower percentages of airmen holding the 32674 AFSC, however, reported performing maintenance on test stations, LRUs, and common test equipment. Only 24 percent of their job time seems to be devoted to these functions. Consequently, these individuals typically performed fewer tasks (141) than members of the other two groups.

Discussion

Members of the 3- and 5-skill level groups spend the majority of their time performing general maintenance tasks, maintaining F-15 test stations, and testing or maintaining avionics equipment and components. These respondents, similar to their 7-skill level counterparts, are also responsible for annotating and making entries on such records and forms as AFTO Form 349 (Maintenance Data Collection Record), AFTO Form 350 (Reparable Item Processing Tag), and AFTO Form 95 (Significant Historical Data). Conversely, the job of incumbents holding a 32674 AFSC has a supervisory emphasis. This change orientation between the 5- and 7-skill level jobs is fairly sharp, although the more senior groups also spend a moderate proportion of their time on some technical tasks.

TABLE 9

RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	DAFSC 32634B (N=50)	DAFSC 32654B (N=160)	DAFSC 32674 (N=52)
A ORGANIZING AND PLANNING	1	1	15
B DIRECTING AND IMPLEMENTING	1	1	14
C INSPECTING AND EVALUATING	*	2	20
D TRAINING	2	3	5
E MAKING ENTRIES ON FORMS AND RECORDS	5	6	10
F PERFORMING ADMINISTRATIVE, SUPPLY, AND GENERAL EQUIPMENT MAINTENANCE FUNCTIONS	4	6	12
S PERFORMING GENERAL F-15 TEST STATION AND LINE REPLACEABLE UNIT (LRU) MAINTENANCE	15	10	7
T MAINTAINING F-15 COMMON AUTOMATIC TEST EQUIPMENT	20	20	5
U MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	26	21	4
V MAINTAINING F-15 DISPLAYS TEST STATIONS, AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	17	19	5
W MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	9	11	3

*LESS THAN ONE PERCENT

TABLE 10
DAFSC DISTRIBUTION ACROSS JOB GROUPS
(NUMBER OF INDIVIDUALS)

<u>JOB GROUPS</u>	<u>DAFSC 32634B (N=46)</u>	<u>DAFSC 32654B (N=149)</u>	<u>DAFSC 32674 (N=28)</u>
STAFF MANAGERS (GRP031)	-	-	5
COMPUTER TEST STATION PERSONNEL (GRP056)	8	22	-
COMPUTER AND DISPLAYS TEST STATION PERSONNEL (GRP059)	6	7	-
JUNIOR COMPUTER TEST STATION PERSONNEL (GRP053)	2	3	-
DISPLAYS TEST STATION PERSONNEL (GRP070)	3	21	1
MULTIPLE TEST STATION OPERATOR-MAINTAINERS (GRP071)	14	67	7
MICROWAVE TEST STATION PERSONNEL (GRP040)	5	11	1
COMPUTER TEST STATION AND GENERAL MAINTENANCE PERSONNEL (GRP045)	6	-	-
EQUIPMENT TRAINING INSTRUCTORS (GRP020)	1	5	1
CLASSROOM INSTRUCTORS (GRP026)	1	5	-
SHOP NCOICs (GRP099)	-	2	8
SHIFT SUPERVISORS (GRP073)	-	1	4
DUE-IN-FROM-MAINTENANCE (DIFM) MONITORS (GRP034)	-	5	1

TABLE 11

TASKS WHICH BEST DIFFERENTIATE DAFSCS 32634B AND 32654B PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>DAFSC 32634B (N=50)</u>	<u>DAFSC 32654B (N=160)</u>	<u>DIFFERENCE</u>
U999 BENCH CHECK F-15 STANDBY AIRSPEED INDICATOR LRUs	20	59	-39
U987 BENCH CHECK F-15 GYROSCOPE VERTICAL REFERENCE STANDBY INDICATOR LRUs	14	53	-39
V1164 BENCH CHECK F-15 SKID CONTROLLER LRUs	24	60	-36
U982 BENCH CHECK F-15 DYNAMIC PRESSURE SENSOR LRUs	18	54	-36
D92 CONDUCT OJT	4	39	-35
U995 BENCH CHECK F-15 PRESSURIZED COMPARTMENT ALTIMETER LRUs	14	48	-34
V1159 BENCH CHECK F-15 HORIZONTAL SITUATION INDICATOR (HSI) LRUs	28	62	-34
U983 BENCH CHECK F-15 ELECTRICAL LINEAR ACCELOMETER LRUs	24	57	-33
V1158 BENCH CHECK F-15 FLIGHT DIRECTOR ADAPTOR (FDA) LRUs	28	61	-33
U991 BENCH CHECK F-15 MAGNETIC AZIMUTH DETECTOR LRUs	22	54	-32
V1271 REMOVE OR REPLACE F-15 FDA SRUs	22	54	-32
T958 REMOVE OR REPLACE F-15 PTR SRUs	44	74	-30
T946 REMOVE OR REPLACE F-15 CCDP SRUs	44	74	-30
T1317 ISOLATE MALFUNCTIONS IN F-15 INTERFERENCE BLANKER LRUs USING MAINTENANCE TAPE ONLY	18	44	-26

TABLE 12

TASKS WHICH BEST DIFFERENTIATE DAFSCS 32654B AND 32674 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 32654B (N=160)	DAFSC 32674 (N=52)	DIFFERENCE
S838 REMOVE OR REPLACE F-15 LRU TEST PACKAGE MINOR HARDWARE	85	23	+62
T923 PERFORM OA/FI OF F-15 DIA AUX'S	85	23	+62
S808 CONFIDENCE CHECK F-15 TEST STATIONS	92	31	+61
S836 REMOVE OR REPLACE F-15 LRU MINOR HARDWARE	84	23	+61
S841 REMOVE OR REPLACE F-15 TEST STATION COMMON MAINTENANCE TEST PACKAGE MINOR HARDWARE	84	23	+61
S842 REMOVE OR REPLACE F-15 TEST STATION LIGHT BULBS, FUSES, OR OTHER MINOR HARDWARE	87	27	+60
T924 PERFORM OA/FI OF F-15 DIAS	86	27	+59
T939 PERFORM OA/FI OF F-15 SWITCHING COMPLEXES	86	27	+59
S811 INSPECT AND CLEAN F-15 TEST STATION FILTERS	85	27	+58
S812 INSPECT AND CLEAN F-15 TEST STATIONS OR LRUs	85	27	+58
S819 LOAD F-15 MTUs	85	27	+58
S844 REMOVE OR REPLACE F-15 TEST STATION MAINTENANCE TEST PACKAGE MINOR HARDWARE	80	23	+57
C84 REVIEW TECHNICAL ORDER IMPROVEMENT REPORTS	6	62	-56
C81 REVIEW CORRESPONDENCE	7	56	-49
B51 WRITE CORRESPONDENCE	11	58	-47
B29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	19	65	-46
B42 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	16	62	-46
C60 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	10	56	-46
A17 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	20	65	-45
C57 ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	8	52	-44
C68 EVALUATE MATERIEL DEFICIENCY REPORTS	5	48	-43
C80 PREPARE APRs	24	67	-43
A6 DETERMINE WORK PRIORITIES	27	69	-42
C63 EVALUATE INDIVIDUALS FOR RECOGNITION	11	52	-41

**COMPARISON OF SURVEY DATA
TO AFR 39-1 SPECIALTY DESCRIPTIONS**

A comparison was made between the survey data and the specialty descriptions for the 326X4 career ladder as outlined in AFR 39-1. These documents were written so as to provide a broad description of the functions commonly performed by personnel within all three shreds of the specialty.

Overall, survey data indicates that the current AFR 39-1 job descriptions give a very complete overview of the general responsibilities and duties of incumbents in the field.

ANALYSIS OF EXPERIENCE (TAFMS) GROUPS

Members of the 326X4B career ladder were also examined in terms of TAFMS groups to determine how personnel utilization patterns change as a function of experience. As illustrated by Table 13, as incumbents progress through the specialty, increasing amounts of job time are spent on supervisory and administrative functions. This increase is relatively gradual until the fourth enlistment. At this point, the major focus of the job becomes primarily supervisory, with approximately 26 percent or less of the time spent maintaining F-15 test stations and line replaceable units. In particular, respondents in this group spend a larger portion of their time performing administrative and evaluative tasks, such as making entries on materiel deficiency exhibit forms (AFTO Form 114), reviewing correspondence, evaluating materiel deficiency reports, and evaluating compliance with performance standards.

Job Satisfaction

Table 14 reflects the job interest, perceived utilization of talents and training, and reenlistment intentions of first-enlistment (1-48 months), second-enlistment (49-96 months), and career (97+ months) personnel. Generally, job satisfaction among first-term airmen in the 326X4B specialty was much higher than those of corresponding groups in a comparative sample composed of a number of AFSCs in the Mission Equipment Maintenance area (see Table 14). Only in reenlistment intent were the figures lower. Correspondingly, job satisfaction for the second enlistment and career groups was fairly similar to the results from the comparative sample.

Comparisons were also made with other shreds of the 326X4 specialty. As demonstrated in Table 15, while job satisfaction tended to be higher among C shred individuals for each group on nearly all indices, responses from A and B shred members were very similar for members of the career group. Overall, job interest, perceived utilization of talents and training, and reenlistment intentions are often lower for 326X4B incumbents in the 1-48 months and 49-96 month groups than for respondents within the other two shreds.

First Enlistment Personnel

The job of first-enlistment personnel is primarily technical in nature. Respondents in this experience group indicated spending over 87 percent of their job time performing general maintenance on common test equipment and maintaining the F-15 test stations and LRUs. These members perform basically the same full range of technical functions as more senior incumbents, although lower percentages perform QA or QC inspections of test stations and test station maintenance packages. Figure 2 displays the distribution of these members across the identified job groupings. Although the greatest concentration of these individuals was among the Multiple Test Station Operator-Maintainers, the remaining members were scattered among all technically oriented job groupings, indicating the wide range of responsibilities of first-enlistment personnel in this specialty.

TABLE 13

RELATIVE TIME SPENT ON DUTIES BY TAFMS GROUPS

DUTIES	MONTHS TAFMS				
	1-48 (N=151)	49-96 (N=48)	97-144 (N=21)	145-192 (N=22)	193-240 (N=21)
A ORGANIZING AND PLANNING	1	1	5	9	21
B DIRECTING AND IMPLEMENTING	*	2	7	12	18
C INSPECTING AND EVALUATING	*	2	9	20	23
D TRAINING	2	6	8	6	5
E MAKING ENTRIES ON FORMS AND RECORDS	5	5	8	12	8
F PERFORMING ADMINISTRATIVE SUPPLY AND GENERAL EQUIPMENT MAINTENANCE FUNCTIONS	5	7	7	15	9
S PERFORMING GENERAL F-15 TEST STATION AND LINE REPLACEABLE UNIT (LRU) MAINTENANCE	12	10	11	9	5
T MAINTAINING F-15 COMMON AUTOMATIC TEST EQUIPMENT	21	18	15	3	4
U MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	24	19	10	5	4
V MAINTAINING F-15 DISPLAYS TEST STATIONS, AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	19	18	15	7	2
W MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	11	12	5	2	1

*DENOTES LESS THAN ONE PERCENT

TABLE 14
JOB SATISFACTION DATA FOR TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)*

	1-48 MONTHS		49-96 MONTHS		97+ MONTHS	
	326X48 RESPONDENTS (N=151)	1980 COMPARATIVE SAMPLE (N=1,374)	326X48 RESPONDENTS (N=48)	1980 COMPARATIVE SAMPLE (N=853)	326X48 RESPONDENTS (N=65)	1980 COMPARATIVE SAMPLE (N=1,426)
<u>I FIND MY JOB:</u>						
DULL	10	24	19	17	15	14
SO-SO	17	20	19	22	11	16
INTERESTING	73	56	60	61	72	70
NOT REPORTED	-	-	2	-	2	-
<u>MY JOB UTILIZES MY TALENTS:</u>						
NOT AT ALL TO VERY LITTLE	25	37	29	31	22	24
FAIRLY WELL TO VERY WELL	71	58	65	62	59	61
EXCELLENTLY TO PERFECTLY	4	5	4	7	19	15
NOT REPORTED	-	-	2	-	1	-
<u>MY JOB UTILIZES MY TRAINING:</u>						
NOT AT ALL TO VERY LITTLE	21	30	33	28	28	25
FAIRLY WELL TO VERY WELL	74	62	61	63	63	59
EXCELLENTLY TO PERFECTLY	5	7	6	8	9	15
NOT REPORTED	-	1	-	1	-	1
<u>I PLAN TO REENLIST:</u>						
NO OR PROBABLY NO	72	66	71	51	46	32
YES OR PROBABLY YES	26	33	29	48	54	67
NOT REPORTED	2	1	-	1	-	1

*THESE FIGURES ALSO INCLUDE DAFSC 32674 PERSONNEL CURRENTLY ASSIGNED WITH B-SHRED INDIVIDUALS
COMPARATIVE SAMPLE TAKEN FROM ALL MISSION EQUIPMENT MAINTENANCE SPECIALTIES SURVEYED IN 1980; INCLUDES AFSCs 30XXX, 31XXX,
32XXX, 34XXX, 36XXX, 40XXX, 42XXX, 43XXX, AND 46XXX

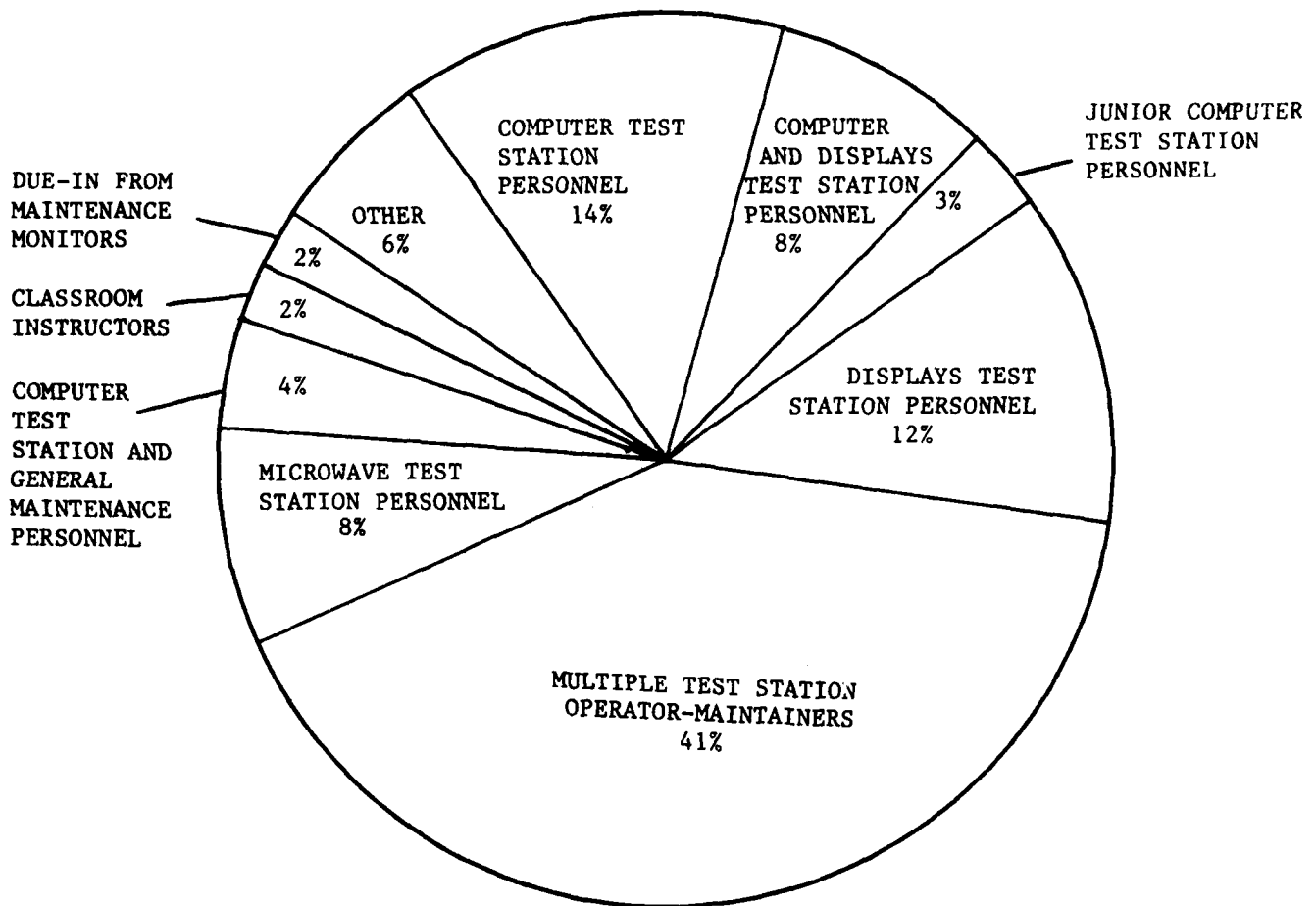
TABLE 15
JOB SATISFACTION BY 326X4X SHRED
(PERCENT MEMBERS RESPONDING)*

	1-48 MONTHS		49-96 MONTHS		97+ MONTHS				
	326X4A RESPONDENTS (N=282)	326X4B RESPONDENTS (N=151)	326X4C RESPONDENTS (N=48)	326X4A RESPONDENTS (N=59)	326X4B RESPONDENTS (N=48)	326X4C RESPONDENTS (N=56)	326X4A RESPONDENTS (N=114)	326X4B RESPONDENTS (N=65)	326X4C RESPONDENTS (N=71)
I FIND MY JOB:									
DULL	11	10	6	12	19	9	11	15	8
SO-SO	12	17	13	19	19	7	18	11	13
INTERESTING	77	73	81	69	60	84	70	72	79
NOT REPORTED	-	-	-	-	2	-	1	2	-
MY JOB UTILIZES MY TALENTS:									
NOT AT ALL TO VERY LITTLE	17	25	17	17	29	14	19	22	15
FAIRLY WELL TO VERY WELL	75	71	71	78	65	77	65	59	75
EXCELLENTLY TO PERFECTLY	8	4	12	5	4	9	15	19	10
NOT REPORTED	-	-	-	-	2	-	1	1	-
MY JOB UTILIZES MY TRAINING:									
NOT AT ALL TO VERY LITTLE	26	21	13	24	33	9	29	28	18
FAIRLY WELL TO VERY WELL	69	74	79	68	61	80	60	63	75
EXCELLENTLY TO PERFECTLY	5	5	8	8	6	11	10	9	7
NOT REPORTED	-	-	-	-	-	-	1	-	-
I PLAN TO REENLIST:									
I WILL RETIRE	-	-	-	-	-	-	25	29	15
NO OR PROBABLY NO	70	72	58	56	71	54	10	17	13
YES OR PROBABLY YES	28	26	42	44	29	46	64	54	72
NOT REPORTED	2	2	-	-	-	-	1	-	-

*THESE FIGURES ALSO INCLUDE DAFSC 32674 PERSONNEL CURRENTLY ASSIGNED WITH A, B, AND C SHRED INDIVIDUALS

FIGURE 2

DISTRIBUTION OF FIRST ENLISTMENT PERSONNEL ACROSS CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)
(N=151)



TRAINING ANALYSIS

Training Emphasis And Task Difficulty Data

Training emphasis and task difficulty data were collected from experienced 326X4 personnel for each task within the current job inventory. Twenty-two senior incumbents who supervised B-shred personnel provided the training emphasis ratings which give useful information on the structured training needs of the specialty as perceived by individuals within the AFSC. These assessments produced an average rating of 3.36, with a standard deviation of 1.52. Task difficulty data were also collected from a total of 22 respondents. These ratings provide an assessment of the relative degree of difficulty of each individual task as compared with all other tasks within the inventory. Results were then standardized so that items of average difficulty have a rating of 5.0 and a standard deviation of 1.0. The objective of this procedure is to develop an ordered listing of those items which should be considered for training. (The Task Factor Administration section in the INTRODUCTION provides a more detailed explanation of both types of data.) Complete lists of inventory items either in the order of relative task difficulty or training emphasis are included in the Analysis Extract and available from USAFOMC/OMY.

Table 16 provides a list of tasks rated above average in both training emphasis and task difficulty. As this table demonstrates, many of these items involve maintaining F-15 common automatic test equipment. This list includes isolating malfunctions in such equipment as switching complexes and digital interface adapters (DIA), as well as adjusting DIA SRUs and printer tester replaceable unit (TRU) SRUs. A number of other tasks were also given above average ratings. Most of these items dealt with adjusting, harmonizing, and isolating malfunctions in units associated with each of the F-15 test stations. Generally, relatively large percentage of first-enlistment incumbents indicated performing such tasks.

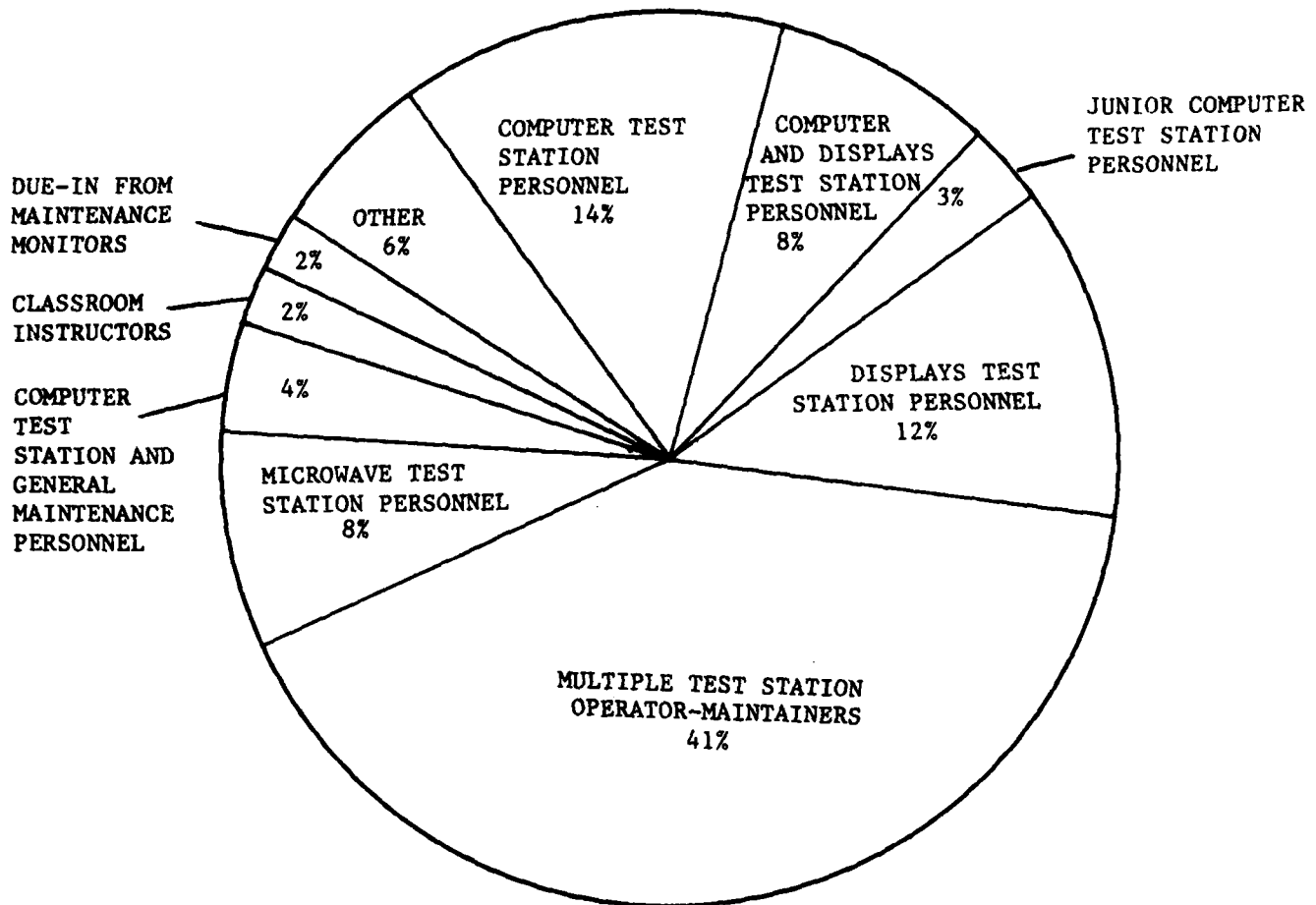
A small number of tasks were also rated high in training emphasis and below average in task difficulty. These items included making entries on various forms and records, researching manuals or microfiche for part information, and inspecting and cleaning test stations or line replaceable units. Almost all of these tasks are usually among the responsibilities of first-term 326X4B personnel.

Similarly, some tasks were rated above average in task difficulty, yet low in training emphasis. As expected, these tasks primarily involve evaluation and planning functions such as determining budget or financial requirements, developing mobility plans, and performing activity inspections. Generally, very few first-enlistment incumbents reported performing these items.

Finally, Table 17 lists examples of tasks rated low in both areas. These typically included updating listings, assigning personnel to positions, and making entries on forms, such as Schedule of Technician Availability (AF Form 2446) or Maintenance Preplan (AF Form 2406).

FIGURE 2

DISTRIBUTION OF FIRST ENLISTMENT PERSONNEL ACROSS CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)
(N=151)



TRAINING ANALYSIS

Training Emphasis And Task Difficulty Data

Training emphasis and task difficulty data were collected from experienced 326X4 personnel for each task within the current job inventory. Twenty-two senior incumbents who supervised B-shred personnel provided the training emphasis ratings which give useful information on the structured training needs of the specialty as perceived by individuals within the AFSC. These assessments produced an average rating of 3.36, with a standard deviation of 1.52. Task difficulty data were also collected from a total of 22 respondents. These ratings provide an assessment of the relative degree of difficulty of each individual task as compared with all other tasks within the inventory. Results were then standardized so that items of average difficulty have a rating of 5.0 and a standard deviation of 1.0. The objective of this procedure is to develop an ordered listing of those items which should be considered for training. (The Task Factor Administration section in the INTRODUCTION provides a more detailed explanation of both types of data.) Complete lists of inventory items either in the order of relative task difficulty or training emphasis are included in the Analysis Extract and available from USAFOMC/OMY.

Table 16 provides a list of tasks rated above average in both training emphasis and task difficulty. As this table demonstrates, many of these items involve maintaining F-15 common automatic test equipment. This list includes isolating malfunctions in such equipment as switching complexes and digital interface adapters (DIA), as well as adjusting DIA SRUs and printer tester replaceable unit (TRU) SRUs. A number of other tasks were also given above average ratings. Most of these items dealt with adjusting, harmonizing, and isolating malfunctions in units associated with each of the F-15 test stations. Generally, relatively large percentage of first-enlistment incumbents indicated performing such tasks.

A small number of tasks were also rated high in training emphasis and below average in task difficulty. These items included making entries on various forms and records, researching manuals or microfiche for part information, and inspecting and cleaning test stations or line replaceable units. Almost all of these tasks are usually among the responsibilities of first-term 326X4B personnel.

Similarly, some tasks were rated above average in task difficulty, yet low in training emphasis. As expected, these tasks primarily involve evaluation and planning functions such as determining budget or financial requirements, developing mobility plans, and performing activity inspections. Generally, very few first-enlistment incumbents reported performing these items.

Finally, Table 17 lists examples of tasks rated low in both areas. These typically included updating listings, assigning personnel to positions, and making entries on forms, such as Schedule of Technician Availability (AF Form 2446) or Maintenance Preplan (AF Form 2406).

TABLE 16

EXAMPLES OF 326X4B TASKS RATED ABOVE AVERAGE IN TRAINING EMPHASIS AND TASK DIFFICULTY

TASKS	TRAINING* EMPHASIS	PERCENT OF 1-48 MONTHS TAFMS MEMBERS PERFORMING (N=151)	TASK** DIFFICULTY
T912 ISOLATE MALFUNCTIONS IN F-15 SWITCHING COMPLEXES USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	7.95	73	6.79
T874 ISOLATE MALFUNCTIONS IN F-15 AUX Bs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	7.36	65	6.95
T877 ISOLATE MALFUNCTIONS IN F-15 CCDPs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	7.36	68	6.76
T886 ISOLATE MALFUNCTIONS IN F-15 DIAs USING MAINTENANCE TAPE, ETE AND STATION SCHEMATICS	6.95	69	7.29
T883 ISOLATE MALFUNCTIONS IN F-15 DIA AUXs USING MAINTENANCE TAPE, ETE AND STATION SCHEMATICS	6.86	68	6.62
W1298 HARMONIZE F-15 IFSSs	6.68	54	6.46
W1299 HARMONIZE F-15 MSSUs	6.68	53	6.50
W1328 ISOLATE MALFUNCTIONS IN F-15 MSSUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	6.59	47	6.36
T901 ISOLATE MALFUNCTIONS IN F-15 LRU TEST PACKAGES USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	6.55	69	6.30
T881 ISOLATE MALFUNCTIONS IN F-15 DIA AUXs THROUGH UNIT UNDER TEST (UUT) INTERFACE USING SCHEMATICS, AND ETE	6.50	60	6.84
T852 ADJUST F-15 DIGITAL INTERFACE ADAPTER (DIA) SRUs	6.41	71	6.93
T868 ISOLATE MALFUNCTIONS IN F-15 ACRPs USING PROGRAMMED TEST PROCEDURES, EXTERNAL TEST EQUIPMENT (ETE), AND SCHEMATICS	6.41	58	6.30
T913 ISOLATE MALFUNCTIONS IN F-15 SWITCHING COMPLEXES THROUGH UUT INTERFACE USING SCHEMATICS, AND ETE	6.41	70	6.85
T872 ISOLATE MALFUNCTIONS IN F-15 AUX As USING PROGRAMMED TEST PROCEDURES, ETE, AND SCHEMATICS	6.36	53	7.05
T905 ISOLATE MALFUNCTIONS IN F-15 MSUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	6.36	54	6.87
T879 ISOLATE MALFUNCTIONS IN F-15 COMMON MTPs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	6.32	66	6.13

TABLE 16 (CONTINUED)

EXAMPLES OF 326X4B TASKS RATED ABOVE AVERAGE IN TRAINING EMPHASIS AND TASK DIFFICULTY

TASKS	TRAINING* EMPHASIS	PERCENT OF 1-48 MONTHS TAFMS MEMBERS PERFORMING (N=151)	TASK** DIFFICULTY
T916 ISOLATE MALFUNCTIONS IN F-15 TEST STATION MTPs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	6.23	60	6.38
U1060 ISOLATE MALFUNCTIONS IN F-15 PNEUGs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	6.18	42	6.29
W1300 HARMONIZE F-15 X-BAND SIGNAL SOURCES (XBSS)	6.18	52	6.42
T902 ISOLATE MALFUNCTIONS IN F-15 LRU TEST PACKAGES THROUGH UUT INTERFACE USING SCHEMATICS AND ETE	6.14	72	6.61
V1208 ISOLATE MALFUNCTIONS IN F-15 HUD LRUs USING MAINTENANCE TAPE, ETE, AND AND STATION SCHEMATICS	6.09	50	6.50
W1307 ISOLATE MALFUNCTIONS IN F-15 ARTDP LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.91	42	6.07
V1238 ISOLATE MALFUNCTIONS IN F-15 VIDEO UNITS USING MAINTENANCE TAPE, ETE AND STATION SCHEMATICS	5.86	42	6.23
U1047 ISOLATE MALFUNCTIONS IN F-15 IMU LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.68	55	6.20
V1145 ADJUST F-15 HEADS UP DISPLAY (HUD) UNIT SRUs	5.55	60	6.46

* AVERAGE TRAINING EMPHASIS IS 3.36 WITH A STANDARD DEVIATION OF 1.52

** AVERAGE TASK DIFFICULTY IS 5.00 WITH A STANDARD DEVIATION OF 1.00

TABLE 17

EXAMPLES OF 326X4B TASKS RATED BELOW AVERAGE IN TRAINING EMPHASIS AND TASK DIFFICULTY

TASKS	TRAINING* EMPHASIS	PERCENT OF 1-48 MONTHS TAFMS MEMBERS PERFORMING (N=151)	TASK** DIFFICULTY
F173 UPDATE PERSONNEL CAREER STATUS SCHEDULES	.00	0	3.87
A8 DEVELOP ORGANIZATIONAL CHARTS	.00	2	3.90
D112 SCORE TEST	.04	3	2.93
F167 TYPE RECORDS, REPORTS, OR CORRESPONDENCE	.18	8	3.81
F152 MAINTAIN VEHICLE CONTROL LOGS	.18	3	2.46
E132 MAKE ENTRIES ON SCHEDULE OF TECHNICIAN AVAILABILITY (AF FORM 2446)	.23	5	3.46
D89 ADMINISTER TESTS	.27	4	3.37
E123 MAKE ENTRIES ON MAINTENANCE PREPLAN (AF FORM 2406)	.45	1	3.50
A2 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	.59	4	2.46
F170 UPDATE INITIAL SPARES SUPPORT LISTS (TSSL)	.68	1	3.85
E131 MAKE ENTRIES ON REQUEST FOR LIMITED/SPECIAL CALIBRATION (PMG) (AFTO FORM 163)	.73	3	3.46
E116 MAKE ENTRIES ON DANGER (AF FORM 1492)	.77	0	2.82
D90 ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	.77	2	3.64
E139 MAKE ENTRIES ON TRAINING REQUEST AND COMPLETION NOTIFICATION (AF FORM 2426)	.95	3	3.03
E129 MAKE ENTRIES ON PUNCH CARD TRANSCRIPT (AF FORM 1530)	.95	5	3.89
E127 MAKE ENTRIES ON PRECISION MEASUREMENT EQUIPMENT RECORD (AFTO FORM 136)	.95	5	3.04
F158 PLACE TEST EQUIPMENT IN SUPPLY POINT STORAGE AREAS	1.00	33	2.59
E126 MAKE ENTRIES ON PME CERTIFICATION LABEL (AFTO FORM 108)	1.00	7	2.74
F151 MAINTAIN TOOL STORAGE AREAS	1.05	21	3.79
F153 OPERATE COMPUTER REMOTE TERMINALS TO DETERMINE PART AVAILABILITY	1.23	2	3.48
F142 ISSUE TEST EQUIPMENT FROM SUPPLY POINT STORAGE AREAS	1.23	9	2.60
E121 MAKE ENTRIES ON JOB/STATUS DOCUMENT (AF FORM 264)	1.50	2	2.98
F172 UPDATE MASTER IDENTIFICATION (ID) LISTINGS	1.55	3	3.58
F157 PERFORM FOREIGN OBJECT DAMAGE (FOD) PREVENTION WALKS	1.59	42	2.03
U1117 REMOVE OR REPLACE F-15 ENGINE ICE DETECTOR SRUs	1.82	34	3.94

* AVERAGE TRAINING EMPHASIS IS 3.36 WITH A STANDARD DEVIATION OF 1.52

** AVERAGE TASK DIFFICULTY IS 5.00 WITH A STANDARD DEVIATION OF 1.00

Specialty Training Standard (STS)

The 326X4B STS, dated April 1979, was reviewed for the 3- and 5-skill level incumbents in conjunction with survey data. Subject matter specialists at Lowry Technical Training Center assisted in the analysis by matching job inventory tasks to specific STS items. Individual paragraphs were then examined in relation to training emphasis and task difficulty ratings, as well as the percent members performing associated tasks.

Overall, this document was fairly consistent with survey information and provided comprehensive coverage of the general training requirements within the career ladder. There was, however, one notable exception. While a number of managerial-related items were included in the STS, only small percentages of 5-skill level respondents indicated performing many of these functions. Most of these tasks, instead, were performed by 32674 personnel.

In addition, eleven tasks which were rated high in training emphasis were not referenced to any area of the STS. As shown by Table 18, substantial percentages of survey respondents performed these tasks. All except one involved isolating malfunctions in, or adjusting, common automatic test equipment.

While some of these tasks may be covered in a general way by STS items, they should be reviewed to determine if more explicit isolating malfunctions items are needed in the STS.

TABLE 18

TASKS UNREFERENCED TO STS 326X4B RATED ABOVE AVERAGE IN TRAINING EMPHASIS

TASKS	TRAINING* EMPHASIS	PERCENT 326X4B PERSONNEL PERFORMING (N=212)	TASK** DIFFICULTY
T872 ISOLATE MALFUNCTIONS IN F-15 AUX As USING PROGRAMMED TEST PROCEDURES, ETE, AND SCHEMATICS	6.36	50	7.05
T879 ISOLATE MALFUNCTIONS IN F-15 COMMON MTPs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	6.32	65	6.13
T916 ISOLATE MALFUNCTIONS IN F-15 TEST STATION MTPs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	6.23	58	6.38
T869 ISOLATE MALFUNCTIONS IN F-15 ARCPSs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.68	51	6.56
T893 ISOLATE MALFUNCTIONS IN F-15 IMPEDANCE UNITS USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.64	57	6.07
T863 ADJUST F-15 SAMPLING ANALYZER FRONT PANELS	5.59	68	4.49
T871 ISOLATE MALFUNCTIONS IN F-15 AUX As USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.55	45	6.87
D96 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	5.27	32	3.44
T855 ADJUST F-15 EXTERNAL SAMPLING HEAD SRUs	5.18	64	4.32
T897 ISOLATE MALFUNCTIONS IN F-15 LRU BLOWER PANELS USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.00	50	5.09
T940 PERFORM OA/FI OF F-15 TEST STATION MTPs	5.00	69	5.51

* AVERAGE TRAINING EMPHASIS IS 3.36 WITH A STANDARD DEVIATION OF 1.52

** AVERAGE TASK DIFFICULTY IS 5.00 WITH A STANDARD DEVIATION OF 1.00

Plan of Instruction (POI G3ABR32634B)

The current Plan of Instruction for Course G3ABR32634B (dated March 1981) was also reviewed and found to be largely supported by survey data. The percentages of personnel performing tasks referenced to most POI blocks were typically very high. There were, however, also a large number of tasks performed by at least 30 percent of the first-term respondents and rated above average in training emphasis which were not referenced to any block. As demonstrated by Table 19, while some of these tasks were administrative in nature and rated comparatively low in task difficulty, such as making entries on forms and records or researching microfiche for part information, many tasks involved test station or LRU maintenance and were given average to above average task difficulty ratings. These items need to be evaluated for possible inclusion into the basic course.

TABLE 19

TASKS UNREFERENCED TO THE PO1 RATED ABOVE AVERAGE IN TRAINING EMPHASIS

TASKS	TRAINING EMPHASIS	PERCENT 326X48s PERFORMING		TASK DIFFICULTY
		1-24 MONTHS TAFMS PERSONNEL (N=54)	1-48 MONTHS TAFMS PERSONNEL (N=151)	
<u>MAKING ENTRIES ON FORMS AND RECORDS</u>				
E135 MAKE ENTRIES ON SUPPLY CONTROL LOG FORMS (AF FORM 2413)	5.82	17	31	2.44
E141 MAKE ENTRIES ON UNSERVICEABLE (REPARABLE) TAG MATERIAL FORMS (DD FORM 1577-2)	5.68	63	64	2.04
E120 MAKE ENTRIES ON ISSUE/TURN-IN REQUEST FORMS (AF FORM 2005)	5.32	65	70	2.58
E133 MAKE ENTRIES ON SERVICEABLE TAG MATERIAL FORMS (DD FORM 1574)	4.95	65	64	2.40
<u>PERFORMING ADMINISTRATIVE, SUPPLY, AND GENERAL EQUIPMENT MAINTENANCE FUNCTIONS</u>				
F165 RESEARCH MICROFICHE FOR PART INFORMATION	5.68	82	83	3.29
F164 RESEARCH MANUALS FOR PART NUMBERS	5.64	78	76	3.34
<u>PERFORMING GENERAL F-15 TEST STATION AND LINE REPLACEABLE UNIT (LRU) MAINTENANCE</u>				
S839 REMOVE OR REPLACE F-15 LRU TEST PACKAGE PINS OR CONNECTORS	6.64	83	87	5.46
S843 REMOVE OR REPLACE F-15 TEST STATION MAINTENANCE TEST PACKAGE PINS OR CONNECTORS	6.64	78	82	5.65
S816 INSPECT, CLEAN, AND ADJUST F-15 TEST STATION PUNCHED TAPE READERS	6.59	85	87	5.35
S810 FABRICATE OR REBUILD F-15 AVIONICS CABLES	6.09	57	66	5.85
S840 REMOVE OR REPLACE F-15 TEST STATION COMMON MAINTENANCE TEST PACKAGE PINS OR CONNECTORS	6.00	82	85	5.60
S814 INSPECT, CLEAN, AND ADJUST F-15 MAGNETIC TAPE TRANSPORT UNITS (MTTU)	5.91	83	87	5.13
S815 INSPECT, CLEAN, AND ADJUST F-15 TEST STATION LINE PRINTERS	5.86	85	86	5.62
S837 REMOVE OR REPLACE F-15 LRU PINS OR CONNECTORS	5.77	80	85	5.43
S819 LOAD F-15 MTTUs	5.59	94	92	3.72
S812 INSPECT AND CLEAN F-15 TEST STATIONS OR LRUs	5.14	94	90	2.75
S823 PERFORM PERIODIC INSPECTIONS OF F-15 TEST STATIONS	5.09	89	84	4.14
S818 INVENTORY F-15 TEST STATIONS, CABINETS, ROLLAWAYS, SIMULATORS, OR MOCKUPS	4.91	67	72	3.69

TABLE 19 (CONTINUED)

TASKS UNREFERENCED TO THE POI RATED ABOVE AVERAGE IN TRAINING EMPHASIS

TASKS	TRAINING EMPHASIS	PERCENT 326X48s PERFORMING		TASK DIFFICULTY
		1-24 MONTHS TAFHS PERSONNEL (N=54)	1-48 MONTHS TAFHS PERSONNEL (N=151)	
MAINTAINING F-15 COMMON AUTOMATIC TEST EQUIPMENT				
T874 ISOLATE MALFUNCTIONS IN F-15 AUX 8s USING MAINTENANCE TAPE, ETC., AND STATION SCHEMATICS	7.36	57	65	6.95
T877 ISOLATE MALFUNCTIONS IN F-15 CDDPs USING MAINTENANCE TAPE, ETC., AND STATION SCHEMATICS	7.36	61	68	6.76
T901 ISOLATE MALFUNCTIONS IN F-15 LRU TEST PACKAGES USING MAINTENANCE TAPE, ETC., AND STATION SCHEMATICS	6.55	65	69	6.30
T852 ADJUST F-15 DIGITAL INTERFACE ADAPTER (DIA) SRUs	6.41	61	71	6.93
T868 ISOLATE MALFUNCTIONS IN F-15 ARCPs USING PROGRAMMED TEST PROCEDURES, EXTERNAL TEST EQUIPMENT (ETE), AND SCHEMATICS	6.41	50	58	6.30
T872 ISOLATE MALFUNCTIONS IN F-15 AUX AS USING PROGRAMMED TEST PROCEDURES, ETC., AND SCHEMATICS	6.36	48	53	7.05
T879 ISOLATE MALFUNCTIONS IN F-15 COMMON MTPs USING MAINTENANCE TAPE, ETC., AND STATION SCHEMATICS	6.32	65	66	6.13
T916 ISOLATE MALFUNCTIONS IN F-15 TEST STATION MTPs USING MAINTENANCE TAPE, ETC., AND STATION SCHEMATICS	6.23	50	60	6.38
T902 ISOLATE MALFUNCTIONS IN F-15 LRU TEST PACKAGES THROUGH LUT INTERFACE USING SCHEMATICS AND ETE	6.14	70	72	6.61
T869 ISOLATE MALFUNCTIONS IN F-15 ARCPs USING MAINTENANCE TAPE, ETC., AND STATION SCHEMATICS	5.68	41	51	6.56
T893 ISOLATE MALFUNCTIONS IN F-15 IMPEDANCE UNITS USING MAINTENANCE TAPE, ETC., AND STATION SCHEMATICS	5.64	46	56	6.07
T863 ADJUST F-15 SAMPLING ANALYZER FRONT PANELS	5.59	59	70	4.49
T871 ISOLATE MALFUNCTIONS IN F-15 AUX AS USING MAINTENANCE TAPE, ETC., AND STATION SCHEMATICS	5.55	37	48	6.87
T959 REMOVE OR REPLACE F-15 SWITCHING COMPLEX SRUs	5.45	74	80	4.72
T853 ADJUST F-15 DIGITAL INTERFACE ADAPTER AUXILIARY (DIA AUX) PANEL SRUs	5.36	50	59	5.79
T855 ADJUST F-15 EXTERNAL SAMPLING HEAD SRUs	5.18	65	69	4.32
T932 PERFORM OA/FI OF F-15 LRU TEST PACKAGES	5.05	76	80	5.24

TABLE 19 (CONTINUED)

TASKS UNREFERENCED TO THE POI RATED ABOVE AVERAGE IN TRAINING EMPHASIS

TASKS	TRAINING EMPHASIS	PERCENT 326X48s PERFORMING		TASK DIFFICULTY
		1-24 MONTHS TAFMS PERSONNEL (N=54)	1-48 MONTHS TAFMS PERSONNEL (N=151)	
T862 ADJUST F-15 PRINTER TESTER REPLACEABLE UNIT (TRU) SRUs	5.00	54	57	6.03
T897 ISOLATE MALFUNCTIONS IN F-15 LRU BLOWER PANELS USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.00	39	50	5.09
T940 PERFORM OA/FI OF F-15 TEST STATIONS MIPs	5.00	69	71	5.51
T941 PERFORM OA/FI OF F-15 TEST STATION POWER SUPPLIES	5.00	69	76	4.53
T948 REMOVE OR REPLACE F-15 DIA AUX SRUs	4.91	65	77	4.30
MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs				
U1007 ISOLATE MALFUNCTIONS IN F-15 AIR DATA COMPUTER ASSEMBLY LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.23	33	50	5.78
U1087 ISOLATE MALFUNCTIONS IN F-15 SIGNAL DATA RECORDER LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.23	32	43	6.27
U1026 ISOLATE MALFUNCTIONS IN F-15 LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.09	46	52	6.06
U1035 ISOLATE MALFUNCTIONS IN F-15 ELECT, AIR INLET CONTROLLERS LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.09	44	50	5.90
U1053 ISOLATE MALFUNCTIONS IN F-15 NAVIGATION INDICATOR CONTROL LRUs USING MAINTENANCE TAPE, ETE AND STATION SCHEMATICS	4.91	41	44	5.45
MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs				
V1173 ISOLATE MALFUNCTIONS IN F-15 ANM1 LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.64	50	53	6.22
V1241 ISOLATE MALFUNCTIONS IN F-15 042 LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.36	33	32	6.44

TABLE 19 (CONTINUED)

TASKS UNREFERENCED TO THE POI RATED ABOVE AVERAGE IN TRAINING EMPHASIS

TASKS	TRAINING EMPHASIS	PERCENT 326X48s PERFORMING		TASK DIFFICULTY
		1-24 MONTHS TAFMS PERSONNEL (N=54)	1-48 MONTHS TAFMS PERSONNEL (N=151)	
V1225 ISOLATE MALFUNCTIONS IN F-15 PSLRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.09	32	43	5.89
V1205 ISOLATE MALFUNCTIONS IN F-15 FMNAs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.00	35	45	6.15
MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs				
W1340 ISOLATE MALFUNCTIONS IN F-15 RFO LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.91	37	46	5.90
W1337 ISOLATE MALFUNCTIONS IN F-15 RDP LRUs USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.64	33	44	6.07
W1335 ISOLATE MALFUNCTIONS IN F-15 MICROWAVE LRUPS2s USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.27	26	43	5.46
W1322 ISOLATE MALFUNCTIONS IN F-15 MICROWAVE LRUPS1s USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	5.23	30	43	5.46

ANALYSIS OF CONUS VERSUS OVERSEAS GROUPS

A comparison was made between the tasks performed by DAFSC 32654B personnel stationed within the CONUS and overseas. Survey data indicate that the jobs performed by both groups are very similar. Incumbents in both groups performed approximately the same number of tasks (319 for respondents in the CONUS versus 321 for respondents overseas) and had the same average paygrade (E-4). While members of both groups typically performed the same tasks, some differences were noted. For example, greater percentages of respondents assigned within the CONUS reported doing general maintenance tasks associated with mobility operations (see Table 20) and isolating malfunctions in and adjusting F-15 photometers. Larger percentages of overseas personnel, however, reported quality assurance (QA) and quality control (QC) inspections of LRUs, LRU test packages, test station maintenance test packages, and F-15 test stations.

There were also some background differences between the two groups. As is common in many AFSCs, overseas respondents tended to have more time in the career field and time in service than their CONUS counterparts (see Table 21). Also, as demonstrated by this table, overseas shops tend to be equipped with a smaller number of test station sets. On the average, these shops tend to have more people than those in CONUS locations. Job satisfaction was nearly identical for both groups. The majority of individuals, both in the CONUS and overseas, felt their job was interesting and adequately utilized their talents and training. Unexpectedly, reenlistment intentions were noticeably lower for incumbents in the CONUS (23 versus 35 percent).

Finally, there were some differences in the aircraft model commonly worked with by these two groups. Although the majority of respondents overseas work with the F-15C and D models, only approximately a third of the respondents in the CONUS gave a similar response.

TABLE 20

TASKS WHICH BEST DIFFERENTIATE 32654B CONUS AND OVERSEAS PERSONNEL

TASKS	CONUS (N=99)	OVERSEAS (N=60)	DIFFERENCE
S817 INSTALL F-15 TEST STATIONS IN WORK AREAS	69	22	+47
S833 PREPARE F-15 AVIONICS AND SUPPORT EQUIPMENT FOR MOBILITY OPERATIONS	46	15	+31
S848 SET UP F-15 AVIONICS AND SUPPORT EQUIPMENT AT MOBILITY OPERATING AREAS	41	33	+28
S809 CONFIGURE F-15 AVIONICS AND SUPPORT EQUIPMENT FOR NORMAL OPERATION AFTER MOBILITY USE	46	20	+26
S820 MAINTAIN F-15 MOBILITY KITS	24	7	+17
V1220 ISOLATE MALFUNCTIONS IN F-15 PHOTOMETER CONTROL UNITS	39	23	+16
V1221 ISOLATE MALFUNCTIONS IN F-15 PHOTOMETERS	38	23	+15
U1037 ISOLATE MALFUNCTIONS IN F-15 ELECTRONIC CONTROL AMPLIFIER LRUs THROUGH UUT INTERFACE USING SCHEMATICS, AND ETE	51	37	+14
U1071 ISOLATE MALFUNCTIONS IN F-15 PTCs USING MAINTENANCE TAPE ONLY	46	32	+14
T865 ADJUST F-15 TEST STATION MAINTENANCE TEST PACKAGE (MTP) SRUs	51	38	+13
U1090 ISOLATE MALFUNCTIONS IN F-15 WFGs USING MAINTENANCE TAPE ONLY	53	40	+13
V1150 ADJUST F-15 PHOTOMETERS	59	47	+12
E135 MAKE ENTRIES ON SUPPLY CONTROL LOG (AF FORM 2413)	31	56	-35
S825 PERFORM QA OR QC INSPECTIONS OF F-15 LRUs	40	65	-25
E137 MAKE ENTRIES ON TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY (AFTO FORM 22)	42	63	-21
S824 PERFORM QUALITY ASSURANCE (QA) OR QUALITY CONTROL (QC) INSPECTIONS OF F-15 LRU TEST PACKAGES	47	66	-19
S827 PERFORM QA OR QC INSPECTIONS OF F-15 TEST STATION MAINTENANCE TEST PACKAGES	46	65	-19
E128 MAKE ENTRIES ON PUBLICATION CHANGE REQUESTS (PCR) FOR PRELIMINARY TECHNICAL ORDERS	28	46	-18
T922 PERFORM OA/FI OF F-15 DATA COUPLERS	62	80	-18
S828 PERFORM QA OR QC INSPECTIONS OF F-15 TEST STATION COMMON MAINTENANCE TEST PACKAGES	43	61	-18
S826 PERFORM QA OR QC INSPECTIONS OF F-15 TEST STATIONS	46	63	-17
V1157 BENCH CHECK F-15 DIGITAL RADAR SIGNAL PROCESSOR (042) LRUs	32	48	-16
F156 PERFORM CORROSION CONTROL OF AVIONICS EQUIPMENT	47	62	-15
V1265 REMOVE OR REPLACE F-15 DIGITAL RADAR SIGNAL PROCESSOR (042) SRUs	27	41	-14

TABLE 21

BACKGROUND INFORMATION FOR 326X4B CONUS AND OVERSEAS GROUPS

	CONUS (N=99)	OVERSEAS (N=60)
AVERAGE NUMBER OF TASKS PERFORMED:	319	321
JOB DIFFICULTY INDEX:	14.1	14.4
AVERAGE PAYGRADE:	E-4	E-4
<hr/>		
MAJOR COMMAND:		
ATC	11%	-
USAFE	-	68%
PACAF	-	32%
TAC	89%	-
<hr/>		
AVERAGE MONTHS IN CAREER FIELD:	35	42
AVERAGE MONTHS IN SERVICE (TAFMS):	45	52
<hr/>		
NUMBER OF SETS IN SHOP:		
DO NOT WORK IN AUTOMATIC TEST STATION SHOP	11%	1%
1 SET OF TEST STATIONS	10%	15%
2 SETS OF TEST STATIONS	37%	74%
3 SETS OF TEST STATIONS	41%	10%
4 SETS OF TEST STATIONS	1%	-
<hr/>		
NUMBER OF PEOPLE ASSIGNED TO SHOP:		
DO NOT WORK IN AUTOMATIC TEST STATION SHOP	10%	1%
LESS THAN 20 PEOPLE	9%	14%
20 OR MORE BUT LESS THAN 40	43%	19%
40 OR MORE BUT LESS THAN 60	31%	54%
60 OR MORE BUT LESS THAN 80	3%	11%
80 OR MORE BUT LESS THAN 100	3%	-
100 OR MORE BUT LESS THAN 120	-	-
120 PEOPLE OR MORE	1%	-
<hr/>		
AIRCRAFT WORKED WITH IN PRESENT JOB*:		
NONE	22%	-
F-15A	79%	72%
F-15B	74%	68%
F-15C	37%	95%
F-15D	36%	85%

*MORE THAN ONE RESPONSE POSSIBLE

ANALYSIS OF MAJOR COMMAND DIFFERENCES

Examination of MAJCOM groups indicated the tasks and duties performed by 326X4B personnel (and their 7-skill level supervisors) were very similar across major commands. As shown by Table 22, which lists the four largest sample groups, respondents in USAFE, PACAF, and TAC spent approximately the same amount of job time in each of the functional areas. The only notable exceptions were among members of ATC who were performing a distinctly different job as a result of their training responsibilities.

Table 23 provides a list of some of the tasks that tend to differentiate between these groups. Generally, greater percentages of personnel assigned to USAFE indicated they commonly perform quality assurance (QA) or quality control (QC) inspections of F-15 LRUs, test stations, and test packages than respondents in the other three MAJCOMS. In comparison, only in TAC did relatively high percentages of incumbents report performing general maintenance tasks associated with mobility operations. TAC tasks included such functions as preparing and setting up equipment, as well as configuring avionics and support equipment after mobility use. Fewer respondents in PACAF indicated bench checking LRUs assigned to displays and microwave test stations.

There were also a number of background differences between the groups. For example, while personnel in TAC performed an average of over 309 tasks, incumbents in ATC typically performed an average of only 165 (see Table 24). In addition, shop size frequently varied among major commands. While 43 percent of the individuals currently assigned to TAC worked in automatic test station shops containing three sets of test equipment, the majority of PACAF and USAFE incumbents reported their shops were equipped with only two sets. Expectedly, TAC shops often had fewer people assigned. While the majority of respondents in PACAF and USAFE work in shops consisting of 40 to 60 people, only approximately a third of TAC personnel gave a similar response. Over half of these individuals were assigned to shops of less than 40 people.

The model of F-15 aircraft worked with also often differed among groups. Less than a third of the incumbents in PACAF reported working with either the "A" or "B" model, while USAFE personnel frequently worked with all four models. Conversely, smaller percentages of TAC personnel indicated that their present job consists of working with the "C" or "D" models (see Table 24).

Finally, job satisfaction was found to vary by major command. Job interest and perceived utilization of talents tended to be lower for USAFE and TAC personnel. Although a slightly higher percentage of incumbents in ATC felt their training was used at least fairly well, the responses of members of the other three commands were very similar (see Table 25). Overall, reenlistment intentions were found the lowest among TAC personnel (27 percent) and most favorable among respondents in PACAF (48 percent).

TABLE 22

RELATIVE PERCENT TIME SPENT ON DUTIES BY 326X4B MAJOR COMMAND GROUPS

DUTIES	USAFE		ATC		PACAF		TAC	
	PERSONNEL (N=62)	PERSONNEL (N=21)	PERSONNEL (N=39)	PERSONNEL (N=140)	PERSONNEL (N=39)	PERSONNEL (N=140)	PERSONNEL (N=140)	PERSONNEL (N=140)
A ORGANIZING AND PLANNING	2	1	4	3				
B DIRECTING AND IMPLEMENTING	4	2	5	3				
C INSPECTING AND EVALUATING	5	1	8	4				
D TRAINING	2	23	3	2				
E MAKING ENTRIES ON FORMS AND RECORDS	7	2	8	6				
F PERFORMING ADMINISTRATIVE, SUPPLY, AND GENERAL EQUIPMENT MAINTENANCE FUNCTIONS	8	2	8	6				
S PERFORMING GENERAL F-15 TEST STATION AND LINE REPLACEABLE UNIT (LRU) MAINTENANCE	11	8	12	11				
T MAINTAINING F-15 COMMON AUTOMATIC TEST EQUIPMENT	16	26	13	17				
U MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	17	9	19	21				
V MAINTAINING F-15 DISPLAYS TEST STATION AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	17	16	13	18				
W MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LINE REPLACEABLE UNITS (LRU)	11	10	7	9				

TABLE 23

REPRESENTATIVE TASKS WHICH BEST DIFFERENTIATE 326X4B MAJOR COMMAND GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS	USAF PERSONNEL (N=62)	ATC PERSONNEL (N=21)	PACAF PERSONNEL (N=39)	TAC PERSONNEL (N=140)
S824 PERFORM QUALITY ASSURANCE (QA) OR QUALITY CONTROL (QC) INSPECTIONS OF F-15 LRU TEST PACKAGES	63	10	44	49
S827 PERFORM QA OR QC INSPECTIONS OF F-15 TEST STATION MAINTENANCE TEST PACKAGES	61	19	41	49
S825 PERFORM QA OR QC INSPECTIONS OF F-15 LRUs	60	10	46	44
S826 PERFORM QA OR QC INSPECTIONS OF F-15 TEST STATIONS	60	24	41	51
E135 MAKE ENTRIES ON SUPPLY CONTROL LOG FORMS (AF FORM 2413)	56	10	41	34
D110 PREPARE LESSON PLANS	2	81	8	2
D112 SCORE TESTS	-	76	3	2
D89 ADMINISTER TESTS	-	76	3	3
D93 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	2	71	3	3
D100 DEVELOP TRAINING AIDS	3	71	10	5
U997 BENCH CHECK F-15 ROLL/YAW FLCC LRUs	55	5	49	70
U974 BENCH CHECK F-15 AIR DATA COMPUTER LRUs	53	-	49	67
U1093 LOAD AND VERIFY F-15 OPERATIONAL FLIGHT PROGRAM TAPES INTO CCs	50	-	44	66
S809 CONFIGURE F-15 AVIONICS AND SUPPORT EQUIPMENT FOR NORMAL OPERATION AFTER MOBILITY USE	23	-	3	45
S833 PREPARE F-15 AVIONICS AND SUPPORT EQUIPMENT FOR MOBILITY OPERATIONS	10	-	10	44
S848 SET UP F-15 AVIONICS AND SUPPORT EQUIPMENT AT MOBILITY OPERATING AREAS	10	-	8	39
S820 MAINTAIN F-15 MOBILITY KITS	6	-	5	24
V1160 BENCH CHECK F-15 HUD LRUs	53	24	41	63
V1153 BENCH CHECK F-15 ANMI SIGNAL DATA PROCESSOR (SDP) LRUs	55	38	38	63
V1161 BENCH CHECK F-15 HUD SDP LRUs	55	19	38	61
W1295 BENCH CHECK F-15 RADAR DATA PROCESSOR (RDP) LRUs	50	24	36	59
W1296 BENCH CHECK F-15 RADAR RECEIVER (022) LRUs	52	33	36	60
W1297 BENCH CHECK F-15 RADIO FREQUENCY OSCILLATOR (REO) LRUs	52	5	36	59
W1291 ADJUST F-15 RADAR RECEIVER (022) LRU SRUs	50	29	31	54
W1293 BENCH CHECK F-15 ANALOG RADAR TARGET DATA PROCESSORS (ARTDP) LRUs	50	33	33	53

TABLE 24

BACKGROUND INFORMATION FOR 326X4B MAJOR COMMAND GROUPS

	USAFE PERSONNEL (N=62)	ATC PERSONNEL (N=21)	PACAF PERSONNEL (N=39)	TAC PERSONNEL (N=140)
AVERAGE NUMBER OF TASKS PERFORMED:	272	165	211	309
DAFSC:				
32634B	11%	38%	28%	17%
32654B	66%	52%	49%	64%
32674B	23%	5%	23%	17%
NO RESPONSE	-	5%	-	2%
AVERAGE NUMBER OF PERSONNEL SUPERVISED:	2	-	3	2
AVERAGE MONTHS TAFMS:	74	55	68	64
PERCENT LOCATED OVERSEAS:	100%	-	100%	1%
NUMBER OF SETS IN SHOP:				
DO NOT WORK IN AUTOMATIC TEST STATION SHOP	6%	46%	5%	6%
1 SET	25%	51%	-	11%
2 SETS	55%	-	84%	39%
3 SETS	14%	3%	11%	43%
4 SETS	-	-	-	1%
NUMBER OF PEOPLE IN SHOP:				
DO NOT WORK IN AUTOMATIC TEST STATION SHOP	6%	47%	5%	6%
LESS THAN 20	21%	19%	-	10%
20 OR MORE BUT LESS THAN 40	9%	28%	33%	45%
40 OR MORE BUT LESS THAN 60	53%	-	56%	33%
60 OR MORE BUT LESS THAN 80	9%	-	2%	3%
80 OR MORE BUT LESS THAN 100	-	-	-	2%
100 OR MORE BUT LESS THAN 120	-	-	-	-
120 +	-	-	-	1%
AIRCRAFT WORKED WITH IN PRESENT JOB*:				
NONE	3%	52%	8%	16%
F-15A	82%	47%	28%	82%
F-15B	77%	33%	28%	77%
F-15C	92%	33%	90%	36%
F-15D	84%	33%	67%	36%

*MORE THAN ONE RESPONSE POSSIBLE

TABLE 25

JOB SATISFACTION DATA FOR 326X4B MAJOR COMMAND GROUPS
(PERCENT MEMBERS RESPONDING)

	<u>USAFE</u>	<u>ATC</u>	<u>PACAF</u>	<u>TAC</u>
<u>I FIND MY JOB:</u>				
DULL	18	5	10	13
SO-SO	16	9	8	18
INTERESTING	66	86	82	68
<u>MY JOB UTILIZES MY TALENTS:</u>				
LITTLE OR NOT AT ALL	36	14	18	24
FAIRLY WELL TO VERY WELL	61	81	74	66
EXCELLENTLY TO PERFECTLY	3	5	8	9
<u>MY JOB UTILIZES MY TRAINING:</u>				
LITTLE OR NOT AT ALL	29	14	28	24
FAIRLY WELL TO VERY WELL	68	76	64	70
EXCELLENTLY TO PERFECTLY	3	10	8	6
<u>I PLAN TO REENLIST:</u>				
I WILL RETIRE	5	-	3	9
NO OR PROBABLY NO	55	52	59	62
YES OR PROBABLY YES	40	48	36	27

SUMMARY OF BACKGROUND INFORMATION

Along with task and duty information, general biographical data were also collected on each survey respondents. This information is often useful in determining relationships between job structure and background factors, as well as making comparisons between identified job groups. In addition, surveys simultaneously taken of 326X4A-, B-, and C-shred members has allowed a cross comparison of this information for all 326X4 respondents.

Table 26 lists the most common methods of assignment of 326X4 personnel. As shown by this table, the majority of A- and B-shred members indicated entering the career ladder by completing resident technical training. A much smaller percentage of these individuals reported they had been retrained from some other specialty. In contrast, C-shred respondents showed an opposite trend. Seventy-seven percent of these incumbents were retrained from other AFSCs, with only approximately 15 percent entering through resident training. Most of these individuals have attended the type I training or factory schools.

The average number of test stations in each shop also differed by shred. A-shred shops tended to be the largest, often containing four sets, while B-shred personnel commonly reported working in shops having only two sets. F-16 shops tended to be even smaller and frequently contained only one test station set (see Table 27).

Table 28 lists the work shifts most often held by 326X4 personnel. As shown, the most common work schedule for members of all three shreds was the day shift, although substantial percentages of incumbents also presently work the swing and mid-shifts. Very few individuals were currently on 12-hour or rotating eight-hour schedules.

Respondents were also asked to indicate the specialty in which they had attained a primary AFSC at the 7-skill level. Even though responses were fairly scattered, a distinct trend was identified (see Table 29). The most common AFSC reported by all members was the 5-skill level AFSC of the shred in which they are presently working. Such results indicate that 7-skill level incumbents frequently remain with the aircraft system through which they had originally attained their 7-skill level rating.

Experience also varied considerably among B-shred members within the field. Of those indicating they had worked with the F-15A or B, almost half of these individuals had worked with their respective aircraft for at least 18 months. By comparison, of those having worked with the C and D models of the F-15, a large percentage of these personnel reported they had worked with these systems for less than 6 months.

TABLE 26

METHOD OF ASSIGNMENT TO PRESENT CAREER LADDER
(PERCENT MEMBERS RESPONDING)

METHOD OF ASSIGNMENT	326X4(X) PERSONNEL		
	326X4A	326X4B	326X4C
COMPLETED RESIDENT TECHNICAL TRAINING	71	68	15
RECLASSIFIED WITHOUT COMPLETING TECHNICAL TRAINING OR OJT	2	2	1
DIRECTED DUTY ASSIGNMENT (DDA) FROM BASIC TRAINING TO OJT WITHOUT BYPASS TEST	1	2	-
DDA FROM BASIC TRAINING BY BYPASS TEST	-	-	-
CONVERTED FROM ANOTHER AF SPECIALTY WITHOUT TRAINING BY CLASSIFICATION BOARD ACTION	4	3	2
RETRAINED FROM ANOTHER SPECIALTY	13	18	77
REENLISTED AFTER PRIOR SERVICE IN USAF OR FROM ANOTHER BRANCH OF SERVICE	2	2	2
NOT ASSIGNED TO MY CAREER LADDER BY ANY OF THE ABOVE METHODS	7	5	3
NO REPLY	*	-	*

* DENOTES LESS THAN ONE PERCENT

(THESE FIGURES ALSO INCLUDE 7-SKILL LEVEL INCUMBENTS ASSIGNED WITH A-, B-, AND C-SHRED MEMBERS)

TABLE 27
NUMBER OF TEST STATION SETS IN SHOP
(PERCENT MEMBERS RESPONDING)

NUMBER	326X4(X) PERSONNEL		
	326X4A	326X4B	326X4C
DO NOT WORK IN AUTOMATIC TEST STATION SHOP	15	11	6
1 SET OF TEST STATIONS	5	16	42
2 SETS OF TEST STATIONS	12	46	14
3 SETS OF TEST STATIONS	23	28	32
4 SETS OF TEST STATIONS	45	*	6

* DENOTES LESS THAN ONE PERCENT
(THESE FIGURES ALSO INCLUDE 7-SKILL LEVEL INCUMBENTS ASSIGNED WITH A-, B-, AND C-SHRED MEMBERS)

TABLE 28

SHIFT OF PRESENT WORK SCHEDULE
(PERCENT MEMBERS RESPONDING)

SHIFT	326X4(X) PERSONNEL		
	326X4A	326X4B	326X4C
NOT ON A SCHEDULED SHIFT	3	3	3
DAY, SUCH AS 0700 TO 1600	49	44	49
SWING, SUCH AS 1500 TO 2400	25	27	33
MID, SUCH AS 2300 TO 0700	21	21	9
12-HOUR DAY, SUCH AS 0600 TO 1800	*	2	1
12-HOUR NIGHT, SUCH AS 1800 TO 0600	-	-	-
ROTATING 8-HOUR SHIFTS, SUCH AS DAY, SWING, MID	1	1	2
ROTATING 12-HOUR SHIFTS	-	*	-
OTHER	1	2	3

* DENOTES LESS THAN ONE PERCENT

(THESE FIGURES ALSO INCLUDE 7-SKILL LEVEL INCUMBENTS ASSIGNED WITH A-, B-, AND C-SHRED MEMBERS)

TABLE 29

AFSC WHERE 7-SKILL LEVEL PAFSC WAS ATTAINED
(PERCENT MEMBERS RESPONDING)

AFSC	326X4(X) PERSONNEL		
	326X4A	326X4B	326X4C
DO NOT HOLD PRIMARY AFSC AT 7-SKILL LEVEL	62	68	55
32650	1	2	2
32650A	*	1	-
32650B	3	2	2
32651A	7	4	1
32651B	*	*	1
32651C	-	-	1
32651D	4	6	4
32651E	-	-	-
32651F	2	1	3
32651G	-	-	-
32654A	15	*	1
32654B	2	13	-
32654C	*	*	18
32655A	-	-	**
32655B	-	-	**
OTHER	4	3	12

* DENOTES LESS THAN ONE PERCENT

**NO DATA WAS COLLECTED ON THESE AFSCs FOR C-SHRED INDIVIDUALS

IMPLICATIONS

Occupational survey results indicate that members of the 326X4B specialty often spend much of their job time specializing on one kind of test station, although as incumbents become more experienced, their job may become more generalized.

Unlike many career ladders, however, job satisfaction among incumbents does not seem to increase substantially as experience increases. Instead, smaller percentages of respondents in their second enlistment found their job interesting and felt their talents and training were well utilized than either the first-enlistment or career personnel. While job satisfaction is still fairly high among specialty members, less than thirty percent of the respondents in their first or second term plan to reenlist, which may lead to potential manning difficulties in the future.

While career ladder documents were generally supported by survey data, both the STS and POI need to be examined to determine if tasks not referenced to STS paragraphs or POI objectives, but performed by large percentages of first-enlistment personnel, need to be added to these documents.

APPENDIX A
REPRESENTATIVE TASKS OF SPECIALTY JOB GROUPS

I

REPRESENTATIVE TASKS PERFORMED BY
TEST STATION PERSONNEL
(GRP009, N=197)

TASKS	PERCENT MEMBERS PERFORMING
S808 CONFIDENCE CHECK F-15 TEST STATIONS	99
S811 INSPECT AND CLEAN F-15 TEST STATION FILTERS	97
S819 LOAD F-15 MTUs	96
S842 REMOVE OR REPLACE F-15 TEST STATION LIGHT BULBS, FUSES, OR OTHER MINOR HARDWARE	96
S812 INSPECT AND CLEAN F-15 TEST STATION OR LRUs	96
T924 PERFORM OA/FI OF F-15 DIAs	95
S839 REMOVE OR REPLACE F-15 LRU TEST PACKAGE PINS OR CONNECTORS	94
T923 PERFORM OA/FI OF F-15 DIA AUXs	94
T939 PERFORM OA/FI OF F-15 SWITCHING COMPLEXES	93
S836 REMOVE OR REPLACE F-15 LRU MINOR HARDWARE	93
S816 INSPECT, CLEAN, AND ADJUST F-15 TEST STATION PUNCHED TAPE READERS	93
S814 INSPECT, CLEAN, AND ADJUST F-15 MAGNETIC TAPE TRANSPORT UNITS (MTU)	93
S815 INSPECT, CLEAN, AND ADJUST F-15 TEST STATION LINE PRINTERS	93
S837 REMOVE OR REPLACE F-15 LRU PINS OR CONNECTORS	92
S838 REMOVE OR REPLACE F-15 LRU TEST PACKAGE MINOR HARDWARE	92
S813 INSPECT F-15 EQUIPMENT FOR CURRENT CALIBRATION DATES	91
S840 REMOVE OR REPLACE F-15 TEST STATION COMMON MAINTENANCE TEST PACKAGE PINS OR CONNECTORS	91
S841 REMOVE OR REPLACE F-15 TEST STATION COMMON MAINTENANCE TEST PACKAGE MINOR HARDWARE	90
S823 PERFORM PERIODIC INSPECTIONS OF F-15 TEST STATIONS	90
S845 REMOVE OR REPLACE F-15 TEST STATION PINS OR CONNECTORS	90
T959 REMOVE OR REPLACE F-15 SWITCHING COMPLEX SRUs	89
S843 REMOVE OR REPLACE F-15 TEST STATION MAINTENANCE TEST PACKAGE PINS OR CONNECTORS	89
T932 PERFORM OA/FI OF F-15 LRU TEST PACKAGES	88
E130 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	87
E122 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	87

* Major Cluster. Data for each job type within this cluster are shown on subsequent pages.

Ia

REPRESENTATIVE TASKS PERFORMED BY
COMPUTER TEST STATION PERSONNEL
(GRP056, N=30)

TASKS	PERCENT MEMBERS PERFORMING
U988 BENCH CHECK F-15 INERTIAL MEASUREMENT UNIT (IMU) LRUs	100
U1093 LOAD AND VERIFY F-15 OPERATIONAL FLIGHT PROGRAM TAPES	100
S808 CONFIDENCE CHECK F-15 TEST STATIONS	100
S812 INSPECT AND CLEAN F-15 TEST STATIONS OR LRUs	100
S836 REMOVE OR REPLACE F-15 LRU MINOR HARDWARE	100
U990 BENCH CHECK F-15 LEAD COMPUTING GYRO (LCG) LRUs	100
U984 BENCH CHECK F-15 ELECTRONIC AIR INLET CONTROLLER LRUs	100
U992 BENCH CHECK F-15 NAVIGATION INDICATOR CONTROL (NIC) LRUs	100
S811 INSPECT AND CLEAN F-15 TEST STATION FILTERS	100
U993 BENCH CHECK F-15 PITCH FLIGHT CONTROL COMPUTER (FLCC) LRUs	100
U997 BENCH CHECK F-15 ROLL/YAW FLCC LRUs	100
U974 BENCH CHECK F-15 AIR DATA COMPUTER LRUs	100
U979 BENCH CHECK F-15 DIGITAL COMPUTER (CC) LRUs	100
S839 REMOVE OR REPLACE F-15 LRU TEST PACKAGE PINS OR CONNECTORS	100
U998 BENCH CHECK F-15 SIGNAL DATA RECORDER LRUs	100
T924 PERFORM OA/FI OF F-15 DIAs	100
T923 PERFORM OA/FI OF F-15 DIA AUXs	100
S842 REMOVE OR REPLACE F-15 TEST STATION LIGHT BULBS, FUSES, OR OTHER MINOR HARDWARE	100
S840 REMOVE OR REPLACE F-15 TEST STATION COMMON MAINTENANCE TEST PACKAGE PINS OR CONNECTORS	100
S845 REMOVE OR REPLACE F-15 TEST STATION PINS OR CONNECTORS	100
U977 BENCH CHECK F-15 CABIN CIRCUIT AIR CONTROLLER LRUs	100
T959 REMOVE OR REPLACE F-15 SWITCHING COMPLEX SRUs	97
S837 REMOVE OR REPLACE F-15 LRU PINS OR CONNECTORS	97
U985 BENCH CHECK F-15 ELECTRONIC CONTROL AMPLIFIER LRUs	97
S843 REMOVE OR REPLACE F-15 TEST STATION MAINTENANCE TEST PACKAGE PINS OR CONNECTORS	97

Ib

REPRESENTATIVE TASKS PERFORMED BY
COMPUTER AND DISPLAYS TEST STATION PERSONNEL
(GRP059, N=13)

TASKS	PERCENT MEMBERS PERFORMING
U988 BENCH CHECK F-15 INERTIAL MEASUREMENT UNIT (IMU) LRUs	100
S808 CONFIDENCE CHECK F-15 TEST STATIONS	100
U990 BENCH CHECK F-15 LEAD COMPUTING GYRO (LCG) LRUs	100
U979 BENCH CHECK F-15 DIGITAL COMPUTER (CC) LRUs	100
S812 INSPECT AND CLEAN F-15 TEST STATIONS OR LRUs	100
V1152 BENCH CHECK F-15 ANMI LRUs	100
T939 PERFORM OA/FI OF F-15 SWITCHING COMPLEXES	100
S823 PERFORM PERIODIC INSPECTIONS OF F-15 TEST STATIONS	100
V1262 REMOVE OR REPLACE F-15 ANMI SRUs	100
U984 BENCH CHECK F-15 ELECTRONIC AIR INLET CONTROLLER LRUs	100
S811 INSPECT AND CLEAN F-15 TEST STATION FILTERS	100
V1134 ADJUST F-15 AIR NAVIGATION MULTIPLE INDICATOR (ANMI) SRUs	100
V1160 BENCH CHECK F-15 HUD LRUs	100
S836 REMOVE OR REPLACE F-15 MINOR HARDWARE	100
T959 REMOVE OR REPLACE F-15 SWITCHING COMPLEX SRUs	100
S819 LOAD F-15 MTUs	100
S816 INSPECT, CLEAN, AND ADJUST F-15 TEST STATION PUNCHED TAPE READERS	100
T923 PERFORM OA/FI OF F-15 DIA AUXs	100
S842 REMOVE OR REPLACE F-15 TEST STATION LIGHT BULBS, FUSES, OR OTHER MINOR HARDWARE	100
V1243 LEVEL F-15 HUD TABLES USING THEODOLITES AND BUBBLE BALANCES	100
V1156 BENCH CHECK F-15 DIGITAL RADAR DATA PROCESSOR (041) LRUs	92
V1153 BENCH CHECK F-15 ANMI SIGNAL DATA PROCESSOR (SDP) LRUs	92
U998 BENCH CHECK F-15 SIGNAL DATA RECORDER LRUs	92
V1274 REMOVE OR REPLACE F-15 HUD SRUs	92
V1154 BENCH CHECK F-15 ARMAMENT CONTROL PANEL (ACP) LRUs	92

Ic

REPRESENTATIVE TASKS PERFORMED BY
JUNIOR COMPUTER TEST STATION PERSONNEL
(GRP053, N=5)

TASKS	PERCENT MEMBERS PERFORMING
U988 BENCH CHECK F-15 INERTIAL MEASUREMENT UNIT (IMU) LRUs	100
U1048 ISOLATE MALFUNCTIONS IN F-15 IMU LRUs USING MAINTENANCE TAPE ONLY	100
U1079 ISOLATE MALFUNCTIONS IN F-15 ROLL/YAW FLCC LRUs USING MAINTENANCE TAPE ONLY	100
U1119 REMOVE OR REPLACE F-15 IMU SRUs	100
U997 BENCH CHECK F-15 ROLL/YAW FLCC LRUs	100
U998 BENCH CHECK F-15 SIGNAL DATA RECORDER LRUs	100
U1052 ISOLATE MALFUNCTIONS IN F-15 NAVIGATION INDICATOR CONTROL LRUs USING MAINTENANCE TAPE ONLY	100
U1055 ISOLATE MALFUNCTIONS IN F-15 PITCH FLCC LRUs USING MAINTENANCE TAPE ONLY	100
U1121 REMOVE OR REPLACE F-15 NAVIGATION INDICATOR CONTROL SRUs	100
U984 BENCH CHECK F-15 ELECTRONIC AIR INLET CONTROLLER LRUs	100
U1043 ISOLATE MALFUNCTIONS IN F-15 IMU BATTERY LRUs USING MAINTENANCE TAPE ONLY	100
U993 BENCH CHECK F-15 PITCH FLIGHT CONTROL COMPUTER (FLCC) LRUs	100
S822 PERFORM PERIODIC INSPECTIONS OF F-15 LRUs	100
U1122 REMOVE OR REPLACE F-15 PITCH FLCC SRUs	100
U1130 REMOVE OR REPLACE F-15 ROLL/YAW FLCC SRUs	100
U1034 ISOLATE MALFUNCTIONS IN F-15 ELECTRONIC AIR INLET CONTROLLER LRUs USING MAINTENANCE TAPE ONLY	100
U1004 ISOLATE MALFUNCTIONS IN F-15 AIR DATA COMPUTER ASSEMBLY LRUs USING MAINTENANCE TAPE ONLY	100
U1115 REMOVE OR REPLACE F-15 ELECTRONIC AIR INLET CONTROLLER LRUs	100
U974 BENCH CHECK F-15 AIR DATA COMPUTER LRUs	100
U979 BENCH CHECK F-15 DIGITAL COMPUTER (CC) LRUs	100
U1093 LOAD AND VERIFY F-15 OPERATIONAL FLIGHT PROGRAM TAPES INTO CCs	100
U990 BENCH CHECK F-15 LEAD COMPUTING GYRO (LCG) LRUs	100
S911 INSPECT AND CLEAN F-15 TEST STATION FILTERS	100
S808 CONFIDENCE CHECK F-15 TEST STATIONS	100
S836 REMOVE OR REPLACE F-15 LRU MINOR HARDWARE	100

Id

REPRESENTATIVE TASKS PERFORMED BY
DISPLAYS TEST STATION PERSONNEL
(GRP070, N=25)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
V1160 BENCH CHECK F-15 HUD LRUs	100
V1156 BENCH CHECK F-15 DIGITAL RADAR DATA PROCESSOR (041) LRUs	100
V1152 BENCH CHECK F-15 ANMI LRUs	100
V1161 BENCH CHECK F-15 HUD SDP LRUs	100
V1153 BENCH CHECK F-15 ANMI SIGNAL DATA PROCESSOR (SDP) LRUs	100
T939 PERFORM OA/FI OF F-15 SWITCHING COMPLEXES	100
V1155 BENCH CHECK F-15 CONVERTER PROGRAMMER (CP) LRUs	100
V1154 BENCH CHECK F-15 ARMAMENT CONTROL PANEL (ACP) LRUs	100
T932 PERFORM OA/FI OF F-15 LRU TEST PACKAGES	100
S839 REMOVE OR REPLACE F-15 LRU TEST PACKAGE PINS OR CONNECTORS	100
S840 REMOVE OR REPLACE F-15 TEST STATION COMMON MAINTENANCE TEST PACKAGE PINS OR CONNECTORS	100
S843 REMOVE OR REPLACE F-15 TEST STATION MAINTENANCE TEST PACKAGE PINS OR CONNECTORS	100
S811 INSPECT AND CLEAN F-15 TEST STATION FILTERS	100
S814 INSPECT, CLEAN, AND ADJUST F-15 MAGNETIC TAPE TRANSPORT UNITS (MTTU)	100
V1163 BENCHCHECK F-15 RADAR TARGET DATA PROCESSOR IFFRE LRUs	100
V1239 ISOLATE MALFUNCTIONS IN F-15 041 LRU'S	96
V1243 LEVEL F-15 HUD TABLES USING THEODOLITES AND BUBBLE BALANCES	96
T959 REMOVE OR REPLACE F-15 SWITCHING COMPLEX SRUs	96
V1134 ADJUST F-15 AIR NAVIGATION MULTIPLE INDICATOR (ANMI) SRUs	96
T912 ISOLATE MALFUNCTIONS IN F-15 SWITCHING COMPLEXES USING MAINTENANCE TAPE, ETE, AND STATION SCHEMATICS	96
V1262 REMOVE OR REPLACE F-15 ANMI SRUs	92
V1274 REMOVE OR REPLACE F-15 HUD SRUs	92
V1263 REMOVE OR REPLACE F-15 CP SRUs	92
V1172 ISOLATE MALFUNCTIONS IN F-15 ANMI LRUs THROUGH UUT INTERFACE USING SCHEMATICS AND ETE	92
V1264 REMOVE OR REPLACE F-15 DIGITAL RADAR DATA PROCESSOR (041) SRUs	92

Ie

REPRESENTATIVE TASKS PERFORMED BY
MULTIPLE TEST STATION OPERATOR-MAINTENANCE
(GRP071, N=91)

TASKS	PERCENT MEMBERS PERFORMING
S808 CONFIDENCE CHECK F-15 TEST STATIONS	100
T924 PERFORM OA/FI OF F-15 DIAs	99
T923 PERFORM OA/FI OF F-15 DIA AUXs	99
T939 PERFORM OA/FI OF F-15 SWITCHING COMPLEXES	98
T932 PERFORM OA/FI OF F-15 LRU TEST PACKAGES	98
S816 INSPECT, CLEAN, AND ADJUST F-15 TEST STATION PUNCHED TAPE READERS	98
U988 BENCH CHECK F-15 INERTIAL MEASUREMENT UNIT (IMU) LRUs	97
S839 REMOVE OR REPLACE F-15 LRU TEST PACKAGE PINS OR CONNECTORS	97
W1353 PERFORM OA/FI OF F-15 MSSUs	97
S842 REMOVE OR REPLACE F-15 TEST STATION LIGHT BULBS, FUSES, OR OTHER MINOR HARDWARE	97
S819 LOAD F-15 MTUs	97
T959 REMOVE OR REPLACE F-15 SWITCHING COMPLEX SRUs	96
V1156 BENCH CHECK F-15 DIGITAL RADAR DATA PROCESSOR (041) LRUs	96
V1145 ADJUST F-15 HEADS UP DISPLAY (HUD) UNIT SRUs	96
V1152 BENCH CHECK F-15 ANMI LRUs	96
V1155 BENCH CHECK F-15 CONVERTER PROGRAMMER (CP) LRUs	96
V1154 BENCH CHECK F-15 ARMAMENT CONTROL PANEL (ACP) LRUs	96
S811 INSPECT AND CLEAN F-15 TEST STATION FILTERS	96
V1153 BENCH CHECK F-15 ANMI SIGNAL DATA PROCESSOR (SDP) LRUs	96
W1354 PERFORM OA/FI OF F-15 NOISEANs	96
W1296 BENCH CHECK F-15 RADAR RECEIVER (022) LRUs	95
W1295 BENCH CHECK F-15 RADAR DATA PROCESSOR (RDP) LRUs	95
U990 BENCH CHECK F-15 LEAD COMPUTING GYRO (LCG) LRUs	95
U993 BENCH CHECK F-15 PITCH FLIGHT CONTROL COMPUTER (FLCC) LRUs	95

If

REPRESENTATIVE TASKS PERFORMED BY
MICROWAVE TEST STATION PERSONNEL
(GRP040, N=17)

TASKS	PERCENT MEMBERS PERFORMING
W1296 BENCH CHECK F-15 RADAR RECEIVER (022) LRUs	100
E130 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	100
S812 INSPECT AND CLEAN F-15 TEST STATIONS OR LRUs	100
W1297 BENCH CHECK F-15 RADIO FREQUENCY OSCILLATOR (RFO) LRUs	100
F165 RESEARCH MICROFICHE FOR PART INFORMATION	100
S808 CONFIDENCE CHECK F-15 TEST STATIONS	100
S811 INSPECT AND CLEAN F-15 TEST STATION FILTERS	100
T939 PERFORM OA/FI OF F-15 SWITCHING COMPLEXES	100
S813 INSPECT F-15 EQUIPMENT FOR CURRENT CALIBRATION DATES	100
S819 LOAD F-15 MTTUs	100
T924 PERFORM OA/FI OF F-15 DIAs	100
W1295 BENCH CHECK F-15 RADAR DATA PROCESSOR (RDP) LRUs	94
W1294 BENCH CHECK F-15 INTERFERENCE BLANKER LRUs	94
W1358 PERFORM OA/FI OF F-15 XBSSs	94
W1293 BENCH CHECK F-15 ANALOG RADAR TARGET DATA PROCESSORS (ARTDP) LRUs	88
W1291 ADJUST F-15 RADAR RECEIVER (022) LRU SRUs	88
W1354 PERFORM OA/FI OF F-15 NOISEANs	88
T909 ISOLATE MALFUNCTIONS IN F-15 PUNCHED TAPE READERS (PTR)	88
S815 INSPECT, CLEAN, AND ADJUST F-15 TEST STATION LINE PRINTERS	88
W1352 PERFORM OA/FI OF F-15 MICROWAVE LRUPS2s	88
W1298 HARMONIZE F-15 TESSs	88
T938 PERFORM OA/FI OF F-15 SAMPLING ANALYZERS	88
W1373 REMOVE OR REPLACE F-15 022 LRU SRUs	82
W1371 REMOVE OR REPLACE F-15 RDP LRU SRUs	82
W1372 REMOVE OR REPLACE F-15 RFO LRU SRUs	82

Ig

REPRESENTATIVE TASKS PERFORMED BY
COMPUTER TEST STATION AND GENERAL MAINTENANCE PERSONNEL
(GRP045, N=6)

TASKS	PERCENT MEMBERS PERFORMING
S812 INSPECT AND CLEAN F-15 TEST STATIONS OR LRUs	100
E122 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	100
E130 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	100
U984 BENCH CHECK F-15 ELECTRONIC AIR INLET CONTROLLER LRUs	100
E140 MAKE ENTIRES ON UNSERVICEABLE (CONDEMNED) TAG MATERIEL FORMS (DD FORM 1574)	100
U975 BENCH CHECK F-15 ATTITUDE INDICATOR LRUs	100
S819 LOAD F-15 MTUs	100
S836 REMOVE OR REPLACE F-15 LRU MINOR HARDWARE	100
S811 INSPECT AND CLEAN F-15 TEST STATION FILTERS	83
U1119 REMOVE OR REPLACE F-15 IMU SRUs	83
U988 BENCH CHECK F-15 INERTIAL MEASUREMENT UNIT (IMU) LRUs	83
S813 INSPECT F-15 EQUIPMENT FOR CURRENT CALIBRATION DATES	83
F165 RESEARCH MICROFICHE FOR PART INFORMATION	83
U990 BENCH CHECK F-15 LEAD COMPUTING GYRO (LCG) LRUs	83
U992 BENCH CHECK F-15 NAVIGATION INDICATOR CONTROL (NIC) LRUs	83
U973 BENCH CHECK F-15 ACCELEROMETER INDICATOR LRUs	83
U997 BENCH CHECK F-15 ROLL/YAW FLCC LRUs	83
E120 MAKE ENTRIES ON ISSUE/TURN IN REQUEST FORMS (AF FORM 2005)	83
U974 BENCH CHECK F-15 AIR DATA COMPUTER LRUs	83
S808 CONFIDENCE CHECK F-15 TEST STATIONS	83
U981 BENCH CHECK F-15 DISPLACEMENT GYROSCOPE (DG) LRUs	83
S842 REMOVE OR REPLACE F-15 TEST STATION LIGHT BULBS, FUSES, OR OTHER MINOR HARDWARE	83
U979 BENCH CHECK F-15 DIGITAL COMPUTER (CC) LRUs	83
E134 MAKE ENTRIES ON SIGNIFICANT HISTORICAL DATA FORMS (AFTO FORM 95)	67
E141 MAKE ENTIRES ON UNSERVICEABLE (REPARABLE) TAG MATERIEL FORMS (DD FORM 1577-2)	67

II

REPRESENTATIVE TASKS PERFORMED BY RESIDENT TECHNICAL SCHOOL INSTRUCTORS* (GRP014, N=15)

TASKS	PERCENT MEMBERS PERFORMING
D110 PREPARE LESSON PLANS	100
D112 SCORE TESTS	93
D89 ADMINISTER TESTS	93
D113 WRITE TEST QUESTIONS	93
S808 CONFIDENCE CHECK F-15 TEST STATIONS	93
D93 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	87
D96 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	87
D100 DEVELOP TRAINING AIDS	87
D105 EVALUATE PROGRESS OF STUDENTS	80
T924 PERFORM OA/FI OF F-15 DIAs	73
T935 PERFORM OA/FI OF F-15 PDPs	73
T939 PERFORM OA/FI OF F-15 SWITCHING COMPLEXES	73
T926 PERFORM OA/FI OF F-15 ECPs	67
T923 PERFORM OA/FI OF F-15 DIA AUXs	67
T937 PERFORM OA/FI OF F-15 PTRs	67
T921 PERFORM OA/FI OF F-15 CCDPs	67
T941 PERFORM OA/FI OF F-15 TEST STATION POWER SUPPLIES	67
S818 INVENTORY F-15 TEST STATIONS, CABINETS, ROLLAWAYS, SIMULATORS, OR MOCKUPS	60
T920 PERFORM OA/FI OF F-15 AUXBs	53
T933 PERFORM OA/FI OF F-15 MSUs	53
T918 PERFORM OPERATIONAL ASSURANCE/FAULT ISOLATION (OA/FI) of F-15 ACRPSs	53
E136 MAKE ENTRIES ON SYSTEM/EQUIPMENT STATUS RECORD FORMS (AFTO FORM 244 OR 245)	53
T928 PERFORM OA/FI OF F-15 IMPEDENCE UNITS	53

* Cluster. Data for the two job types within this cluster are shown on the next two pages.

IIa

REPRESENTATIVE TASKS PERFORMED BY
EQUIPMENT TRAINING INSTRUCTORS
(GRP20, N=8)

TASKS	PERCENT MEMBERS PERFORMING
D96 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	100
D89 ADMINISTER TESTS	100
D110 PREPARE LESSON PLANS	100
D112 SCORE TESTS	100
S808 CONFIDENCE CHECK F-15 TEST STATIONS	100
D113 WRITE TEST QUESTIONS	100
D100 DEVELOP TRAINING AIDS	88
T941 PERFORM OA/FI OF F-15 TEST STATION POWER SUPPLIES	88
T928 PERFORM OA/FI OF F-15 IMPEDENCE UNITS	88
T932 PERFORM OA/FI OF F-15 LRU TEST PACKAGES	88
D105 EVALUATE PROGRESS OF STUDENTS	75
D93 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	75
V1245 PERFORM OA/FI OF F-15 DISPLAYS PULSG1s	75
V1246 PERFORM OA/FI OF F-15 DISPLAYS PULSG2s	75
V1249 PERFORM OA/FI OF F-15 FMNAs	75
V1255 PERFORM OA/FI OF F-15 PSADs	75
T938 PERFORM OA/FI OF F-15 SAMPLING ANALYZERS	75
W1350 PERFORM OA/FI OF F-15 IFSSs	63
W1353 PERFORM OA/FI OF F-15 MSSUs	63
W1358 PERFORM OA/FI OF F-15 XBSSs	63
U1104 PERFORM OA/FI OF F-15 WFGs	63
W1346 PERFORM OA/FI OF F-15 AFGs	63
W1347 PERFORM OA/FI OF F-15 EMAs	63
W1348 PERFORM OA/FI OF F-15 HF COUNTERS	63
W1349 PERFORM OA/FI OF F-15 HF SPECTRUM ANALYZERS	63

I1b

REPRESENTATIVE TASKS PERFORMED BY
CLASSROOM INSTRUCTORS
(GRP026, N=6)

TASKS	PERCENT MEMBERS PERFORMING
D93 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	100
D105 EVALUATE PROGRESS OF STUDENTS	100
D110 PREPARE LESSON PLANS	100
D89 ADMINISTER TESTS	100
T924 PERFORM OA/FI OF F-16 DIAs	100
T926 PERFORM OA/FI OF F-15 ECPs	100
T920 PERFORM OA/FI OF F-15 AUX B'S	83
T923 PERFORM OA/FI OF F-15 DIA AUXs	83
T937 PERFORM OA/FI OF F-15 PTRs	83
T921 PERFORM OA/FI OF F-15 CCDPs	83
T918 PERFORM OPERATIONAL ASSURANCE/FAULT ISOLATION (OA/FI) OF F-15 ACRPSs	83
T939 PERFORM OA/FI OF F-15 SWITCHING COMPLEXES	83
S808 CONFIDENCE CHECK F-15 TEST STATIONS	83
T933 PERFORM OA/FI OF F-15 MSUs	67

III

REPRESENTATIVE TASKS PERFORMED BY STAFF MANAGERS* (GRP031, N=5)

TASKS	PERCENT MEMBERS PERFORMING
B51 WRITE CORRESPONDENCE	100
A17 PARTICIPATE IN MEETINGS SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	100
A18 PLAN BRIEFINGS	80
B28 CONDUCT SYMPOSIUMS, CONFERENCES, OR WORKSHOPS	60
C88 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	40

* Independent Job Type

A12

IV

REPRESENTATIVE TASKS PERFORMED BY
SUPERVISION AND MANAGEMENT PERSONNEL*
(GRP022, N=26)

TASKS	PERCENT MEMBERS PERFORMING
C83 REVIEW MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	96
C80 PREPARE APRs	92
B48 SUPERVISE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT SPECIALISTS (F-15) (AFSC 32654B)	92
C53 CERTIFY STATUS OF REPARABLE, SERVICEABLE, OR CONDEMNED PARTS	88
E140 MAKE ENTRIES ON UNSERVICEABLE (CONDEMNED) TAG MATERIEL FORMS (DD FORM 1577)	88
B45 SUPERVISE APPRENTICE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT SPECIALISTS (F-15) (AFSC 32634B)	85
B42 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	85
B29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	85
A6 DETERMINE WORK PRIORITIES	81
C57 ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	81
E141 MAKE ENTRIES ON UNSERVICEABLE (REPARABLE) TAG MATERIEL FORMS (DD FORM 1577-2)	81
C63 EVALUATE INDIVIDUALS FOR RECOGNITION	81
E134 MAKE ENTRIES ON SIGNIFICANT HISTORICAL DATA FORMS (AFTO FORM 95)	81
E122 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	77
D96 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	77
E133 MAKE ENTRIES ON SERVICEABLE TAG MATERIEL FORMS (DD FORM 1574)	77
C84 REVIEW TECHNICAL ORDER IMPROVEMENT REPORTS	77
E136 MAKE ENTRIES ON SYSTEM/EQUIPMENT STATUS RECORD FORMS (AFTO FORM 244 OR 245)	77
C81 REVIEW CORRESPONDENCE	73
B32 DIRECT MAINTENANCE OF FACILITIES OR WORK AREAS	73
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	73
F165 RESEARCH MICROFICHE FOR PART INFORMATION	73
B49 SUPERVISE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT TECHNICIANS (AFSC 32674)	69
C60 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	69

* Cluster. Data for the two job types within this cluster are presented on the following two pages.

IVa

REPRESENTATIVE TASKS PERFORMED BY
SHOP NCOICs
(GRP099, N=10)

TASKS	PERCENT MEMBERS PERFORMING
B48 SUPERVISE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT SPECIALIST (F-15) (AFSC 32654B)	100
C81 REVIEW CORRESPONDENCE	100
B42 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
C53 CERTIFY STATUS OF REPARABLE, SERVICEABLE, OR CONDEMNED PARTS	100
C83 REVIEW MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	100
B29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	100
B51 WRITE CORRESPONDENCE	100
A17 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	100
C63 EVALUATE INDIVIDUALS FOR RECOGNITION	100
D96 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	100
E148 MAKE ENTRIES ON UNSERVICEABLE (CONDEMNED) TAG MATERIEL FORMS (DD FORM 1577)	100
C84 REVIEW TECHNICAL ORDER IMPROVEMENT REPORTS	100
E134 MAKE ENTRIES ON SIGNIFICANT HISTORICAL DATA FORMS (AFTO FORM 95)	100
C85 SELECT INDIVIDUALS FOR SPECIALIZED TRAINING	100
E130 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS	100
E119 MAKE ENTRIES ON FORMS SUCH AS REPAIR CYCLE CONTROL LOG FORMS (AF FORM 2520) TO SHOW RECEIPT OF LRUs	100
E136 MAKE ENTRIES ON SYSTEM/EQUIPMENT STATUS RECORD FORMS (AFTO FORM 244 OR 245)	100
B49 SUPERVISE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT TECHNICIANS (AFSC 32674)	90
C80 PREPARE APRs	90
A6 DETERMINE WORK PRIORITIES	90
C82 REVIEW EQUIPMENT RECORDS	90
B45 SUPERVISE APPRENTICE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT SPECIALISTS (F-15) (AFSC 32634B)	90
B36 IMPLEMENT QUALITY CONTROL PROGRAMS	90
C60 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	90
A11 DEVELOP WORK METHODS OR PROCEDURES	90

IVb

REPRESENTATIVE TASKS PERFORMED BY
SHIFT SUPERVISORS
(GRP073, N=5)

TASKS	PERCENT MEMBERS PERFORMING
B45 SUPERVISE APPRENTICE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT SPECIALIST (F-15) (AFSC 32634B)	100
B48 SUPERVISE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT SPECIALISTS (F-15) (AFSC 32654B)	100
C83 REVIEW MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	100
A6 DETERMINE WORK PRIORITIES	100
C53 CERTIFY STATUS OF REPARABLE, SERVICEABLE, OR CONDEMNED PARTS	100
C63 EVALUATE INDIVIDUALS FOR RECOGNITION	100
C80 PREPARE APRs	100
B32 DIRECT MAINTENANCE OF FACILITIES OR WORK AREAS	100
D96 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	100
F165 RESEARCH MICROFICHE FOR PART INFORMATION	100
E140 MAKE ENTRIES ON UNSERVICEABLE (CONDEMNED) TAG MATERIEL FORMS (DD FORM 1577)	100
E141 MAKE ENTRIES ON UNSERVICEABLE (REPARABLE) TAG MATERIEL FORMS (DD FORM 1577-2)	100
E134 MAKE ENTIRES ON SIGNIFICANT HISTORICAL DATA FORMS (AFTO FORM 95)	100
B29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	80
D95 COUNSEL TRAINEES ON TRAINING PROGRESS	80
D97 DETERMINE OJT TRAINING REQUIREMENTS	80
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	80
E117 MAKE ENTRIES ON DOD SINGLE LINE ITEM RELEASE/RECEIPT DOCUMENT FOR (DD FORM 1348-1)	80
B49 SUPERVISE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT TECHNICIANS (AFSC 32674)	80
C52 ANALYZE WORKLOAD REQUIREMENTS	80
E133 MAKE ENTIRES ON SERVICEABLE TAG MATERIEL FORMS (DD FORM 1574)	80
C57 ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	80
C82 REVIEW EQUIPMENT RECORDS	80
E136 MAKE ENTRIES ON SYSTEM/EQUIPMENT STATUS RECORD FORMS (AFTO FORM 244 OR 245)	80
E135 MAKE ENTRIES ON SUPPLY CONTROL LOG FORMS (AF FORM 2413)	80

V

REPRESENTATIVE TASKS PERFORMED BY
DUE-IN-FROM-MAINTENANCE (DIFM) MONITORS*
(GRP034, N=6)

TASKS	PERCENT MEMBERS PERFORMING
E119 MAKE ENTRIES ON FORMS SUCH AS REPAIR CYCLE CONTROL LOG FORMS (AF FORM 2520) TO SHOW RECEIPT OF LRUs	100
E135 MAKE ENTRIES ON SUPPLY CONTROL LOG FORMS (AF FORM 2413)	100
F165 RESEARCH MICROFICHE FOR PART INFORMATION	100
E120 MAKE ENTRIES ON ISSUE/TURN IN REQUEST FORMS (AF FORM 2005)	100
F164 RESEARCH MANUALS FOR PART NUMBERS	100
F176 VERIFY DUE-IN FROM MAINTENANCE (DIFM) DOCUMENT LISTINGS (R-26)	100
F177 VERIFY MONITOR REPORTS (D-18 OR D-19)	100
E122 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	83
F142 ISSUE TEST EQUIPMENT FROM SUPPLY POINT STORAGE AREAS	83
E140 MAKE ENTRIES ON UNSERVICEABLE (CONDEMNED) TAG MATERIEL FORMS (DD FORM 1577)	83
E125 MAKE ENTRIES ON NON-NSN REQUISITION (MANUAL) FORMS (DD FORM 1348-6)	83
F159 PREPARE AVIONICS EQUIPMENT FOR TURN-IN	67
F168 UPDATE DAILY DOCUMENT REGISTERS OR ITEM SURVEILLANCE LISTS (DO4)	67
F155 ORDER PARTS BY TELEPHONE	67
E130 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	67
E133 MAKE ENTRIES ON SERVICEABLE TAG MATERIEL FORMS (DD FORM 1574)	67
E141 MAKE ENTRIES ON UNSERVICEABLE (REPARABLE) TAG MATERIEL FORMS (DD FORM 1577-2)	67
E117 MAKE ENTRIES ON DOD SINGLE LINE ITEM RELEASE/RECEIPT DOCUMENT FORM (DD FORM 1348-4)	67
F147 MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS	50
C53 CERTIFY STATUS OF REPARABLE, SRRVICEABLE, OR CONDEMNED PARTS	50
A6 DETERMINE WORK PRIORITIES	50

* Independent Job Type

